

State

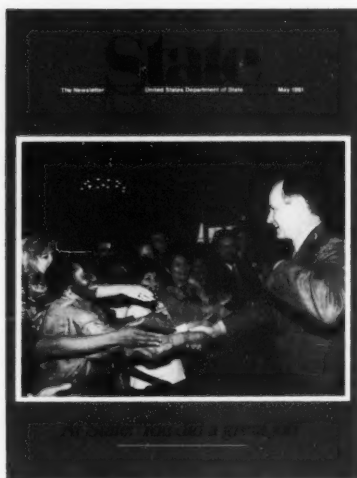
The Newsletter

United States Department of State

May 1991



At State: 'You did a great job'



THE COVER—Yes, that's Himself—the President. He's shaking hands with JoAnne Christian, a secretary in the Office of Overseas Citizens Services. Scene: the Benjamin Franklin Room on the eighth floor. For the story, please turn to Page 2. (White House photo by David Valdez)

STATE (ISSN 0278-1859) (formerly the Department of State Newsletter) is published by the U.S. Department of State, 2201 C Street N.W., Washington, D.C. 20520, to acquaint its officers and employees, at home and abroad, with developments that may affect operations or personnel. The magazine also extends limited coverage to overseas operations of the U.S. and Foreign Commercial Service of the Commerce Department and the Foreign Agricultural Service and the Animal and Plant Health Inspection Service of the Agriculture Department.

There are 11 monthly issues (none in June). Deadline for submitting material for publication is in the first week of each month. Contributions (consisting of general information, articles, poems, photographs, art work) are welcome. *Double-space* on typewriter, spelling out job titles, names of offices and programs—*acronyms are not acceptable*. Black-and-white, glossy-print photos reproduce best, but some color photos are acceptable. Each photo needs a caption, double-spaced, identifying all persons left to right.

Send contributions to STATE magazine, PER/ER/SMG, SA-6, fourth floor. The office telephone number is (703) 516-1667. The fax number is (703) 516-1678. Contributions may also be dropped off in Room 3811 Main State.

Although primarily intended for internal communications, STATE is available to the public through the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Second-class postage paid at Washington, D.C., and additional mailing offices. POSTMASTER: Send address changes to PA/OAP, Room 5815A, Department of State, Washington, D.C. 20520.

Assistant editor Barbara Quirk
Staff assistant Kim Banks □



State

May 1991
No. 344



12



16



23



29

News stories

- 2 Thanks from George Bush (in person)
- 6 Civil Service people now have a career center
- 6 STATE magazine has moved
- 6 Fire at Embassy Moscow
- 7 Women's History Month
- 8 Envoys named for 3 nations
- 9 Embassy Warsaw officer wins systems management award
- 13 A literary journal for foreign affairs people

- 18 "Farm club" for the State Department: a proposal
- 23 Music at State

Photo stories

- 28 Post of the Month: Antananarivo

Special: People at State

- 32 He's (back) in the Army now
- 33 Daddy's girl: she sings
- 34 Shirley surely works

Feature stories

- 4 His-and-hers sabbaticals
- 10 Queuing up at Embassy Kuwait
- 15 Reminiscing: horsemeat and such

Departments and features

- | | |
|---------------------|--------------------|
| 17 "Ask Dr. Goff" | 6 News Highlights |
| 8 Appointments | 54 Obituaries |
| 38 Bureau Notes | 32 Personnel: |
| 37 Diplo-Croctic | Civil Service |
| 51 ebp | 25 Foreign Service |
| 18 Education | 36 Superior |
| 22 Ethics | Honor Awards |
| 9 Honors and Awards | 16 Verse |

Letters to the Editor

'Your wallet'—Fire 1

ANTWERP, BELGIUM

DEAR EDITOR:

I refer to Rowena Cross-Najafi's article, on official travel ("Your Wallet") in the March issue. I have no quarrel with Ms. Cross-Najafi's interpretation of the regulations. What she says in the article is correct. It is the rules and regulations that Ms. Cross-Najafi reports that I find disturbing.

It saddens me that the State Department must issue warnings to its employees about the financial disaster that may befall them if they are not experts in international airline rate structures. The article speaks so glibly about someone having to pay back

\$5,000 because someone else made a mistake. Just think for a moment about a young communicator or junior officer with a small family having to pay back that amount money out of an already inadequate salary. That's not like losing pocket change; that could be a financial disaster from which it would take years to recover. That person might even have second thoughts about working for an organization that would treat him thus.

Any organization interested in its employees' welfare, morale and job satisfaction should try to make the administrative burden which falls on its nonadministrative personnel as easy and

—(Continued on Page 51)

The President

Bush comes to Department to thank employees for Gulf effort

'I wanted to address our foreign policy professionals,' he says

PRESIDENT BUSH came on a special visit to the State Department on March 27, to give his personal thanks to the people here for their efforts in the Persian Gulf war. With Secretary Baker at his side, he addressed a standing-room-only crowd in the Dean Acheson Auditorium, then went to the Benjamin Franklin Room on the eighth floor, where he again expressed his gratitude to members of the Kuwait task force and others gathered there. In both places, he shook hands with employees—as he left the auditorium and as he entered and departed from the Benjamin Franklin Room.

'I know that often your jobs are not comfortable or safe'

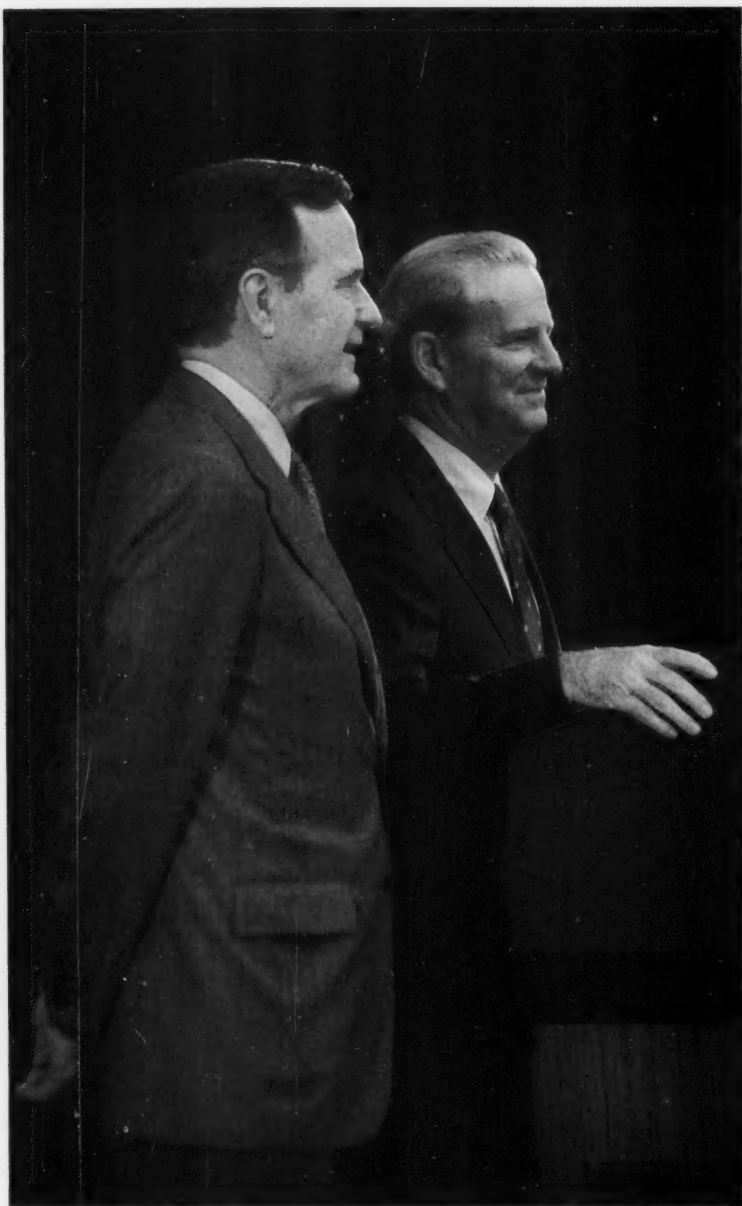
"I wanted to address our foreign policy professionals," said the man who, according to the returns from recent public opinion polls, is considered to be no mean professional himself. "You are on the front lines of American interests . . . You brought new respect—deserved respect in my view—to men and women for whom diplomacy is not merely a profession, but a mission."

At one point in the auditorium, when the President said he had drawn on the experience of, among others, April Glaspie, who was the ambassador to Iraq, he was interrupted by applause when he cited her by name. Mr. Bush responded: "I think that's appropriate."

He continued: "Your mission, of course, deals with the entire world, not only the Middle East. It's a mission you carried out even as war raged in the Persian Gulf."



President Bush greets Curtis Taylor, Executive Secretariat, left, and Peter Whitney, Bureau of Inter-American Affairs, after his speech in the Dean Acheson Auditorium. (State Department photo by Shawn Moore)



The President and the Secretary on their arrival in the Dean Acheson Auditorium.

(White House photo by David Valdez)



A State Department contingent awaits the President's arrival in the Benjamin Franklin

Room. (State Department photo by Ed Anderson)



The President in the Benjamin Franklin Room, with Secretary Baker behind him.

(State Department photo by Ed Anderson)



A handshake from the President, in the Benjamin Franklin Room. (State Department photo by Ed Anderson)

We forget that all the time this was going on ... there were some very harrowing problems—still remaining, I might add—in Liberia. And you look at other trouble spots in the world, and those officers and those supporters of the missions there get very little credit for that. But you kept the foreign policy moving forward. You put out the fires, and you did a great job ...

"I know that often your jobs are not comfortable or safe. The scroll outside [the Memorial Plaques in the Diplomatic Lobby] that I've seen tells the tale. Far too many Foreign Service officers have made the supreme sacrifice for this country and the values it holds dear ... I'm very proud of you."

In the Benjamin Franklin Room, Secretary Baker introduced the President saying: "I told him he couldn't go back to the White House until he came up here and talked to the worker bees."

Mr. Bush told this second audience: "When some of us were sacked out not too many blocks from here, you were on the telephones ... You arranged all the evacuation flights to bring our citizens home ... The families who were separated appreciated what you did."

In both places the President said he felt privileged to have worked with the people of State. Mr. Bush was ambassador to the United Nations and also head of the U.S. liaison office in China, before diplomatic relations were renewed with the mainland. ■

Tandems

Here's a new kind—it became a Cox sabbatical for two

He has already had his year; she's having hers now

BY DAVID JONES

WHAT'S IT LIKE to have a year off—with full pay, expenses paid?

Nothing is required of you—and you make the rules, whether to work, or study or write.

I was fortunate to have such a year in 1988-89, thanks to the Una Chapman Cox Foundation. And my wife Theresa, also a Foreign Service officer, is having a year just like it right now, thanks again to the foundation.

For both of us, it's been as much a free year as any Foreign Service officer is likely to have prior to picking up a retirement check.

What she's doing with her year appears below. This story is mine.

I must admit that a Cox fellowship was the farthest thing from my mind at bid time in October 1987. I was grinding away then at Geneva, 14 to 16 hours a day, in the intermediate-nuclear forces negotiations. I learned that a Cox sabbatical was available, and I was asked to submit a proposal on what I would do during the year. "Is there a standard format?" I asked. The answer: "Short—two to three pages." So without any parameters, I outlined a number of items I'd been considering for several years as well as some recently-conceived projects relating to the negotiations.

I asked for a reaction to this first draft, and had it accepted as "fine." Without question, it was the only important item I

'I was tired ... need-a-long-vacation tired'

had worked on in a decade that was done in a single draft.

I freely admit that the idea-seed of such a sabbatical did not fall on stony ground. Twelve years of fast-paced jobs had left me—well, not burnt out but singed around the edges. The previous three years with the negotiations had provided me the proverbial "chance of a lifetime" substantive opportunity, together with the corollary fatigue. I was tired and knew it: not need-a-good-night's-sleep tired; not-need-a-day-off tired; but need-a-long-vacation tired.

The original concept of the Cox sabbatical was to ease the transition of a young officer leaving State for the private economy. Needless to say, State was unenthusiastic about that idea, and the ultimately approved concept was one combining research and study with family



Cox fellows.

involvement. There remains a creative tension between State's implicit desire for some quantifiable outcome for a year of salaried work and the foundation's belief that the year should be free of structured impositions. In short, while the Department doesn't insist on the fruit of an advanced degree or a book manuscript, it would be unhappy if the officer spent, for example, a year reading 300 science fiction books or investigating comparative drug effects.

So I started to grope about putting some structure into the year. I tend to value organization rather than ad hoc-ism. On the other hand, I certainly didn't want to construct a 12-month precision drill schedule designed from the first keystroke to terminate in the definitive work on "Blah, blah." I was beset by the recognition that any decision made precluded other paths. Was there a selection of university courses I wanted even though they might restrict independent study? Any book read left another unread. Any travel taken meant other places unvisited. I dangled between both the "boondoggle" and "antiboondoggle" reactions. Should I put my feet up and do no more than the barest minimum? Could I strangle the compulsive work ethic—at least for a year? Or would I end by going to the other extreme in an "I'll show 'em" approach that would end in a

pile of material? Was there a happy medium—at least one that would leave me satisfied, rather than frustrated or frazzled?

In the end, I elected to do too much rather than too little. Somewhat arbitrarily, I divided my sabbatical between family, the Foreign Service profession and academic substantive work.

Without any question, the most important aspect of this sabbatical was my family. I was able to drop the semi-hypocritical concept of *quality* time, and spend *quantity* time with my family, particularly my then-11-year-old daughter, Margaret. This

'Could I strangle the compulsive work ethic?'

time ranged from the mundane pleasure of walking her to school and welcoming her home each day to the more dramatic delights of a hot-air balloon trip, a glider flight and whitewater rafting. Taking Margaret and my 79-year-old mother on the balloon was pure unquantifiable fun. My twin college-age daughters, Martha and Lisa, got probably more visits than they really wanted at the University of Pennsylvania. The entire extended family gathered for a pre-80th-birthday party for my mother. In short, there was time to spare for colonial America, Civil War battlefields, whale-watching (which proved short on whales but long on seals) and sites memorable not for

history but simply for beauty. It was time not snatched from "more important things," only enough for a tantalizing taste. Rather, it was sufficient to savor a complete experience.

Second, I sought to give something back to my profession. After 20 years, I had my ideas on officer efficiency reports, economic training for officers, State-congressional relations. These opinions were published in the Foreign Service Journal. Likewise, I was able to become more active in the American Foreign Service Association. Long a simple dues-payer, I was able to join the governing board and get better insights into the Service's official bargaining agent and professional association. I remain baffled by the dichotomy between State's long-standing reputation for "poor morale" and the lack of active participation in the association in Washington. I remain unsure whether officers are simply convinced that nothing they can do will make anything better, or whether the traditional griping really illustrates good morale.

Finally, I worked persistently on academic articles. Frankly, I chose to write articles because I was unsure whether, after 20 years in bureaucracy, I could write for anyone but another bureaucrat. But so many colleagues have books in the 3/4 stage that molder away, uncompleted, that I hesitated to start down the same path. A book is a massive piece of work to attempt in a year; it's fully capable of absorbing all the time that might go elsewhere, with no guarantee of completion, let alone publication. Consequently, I determined to start small and stay small. I was lucky enough to publish some articles on arms control and on other subjects, but I still ended with a number of works in progress. There's a book in there somewhere, but now it will have to wait.

In short, it was clear at the end of the sabbatical that I'd had a purely delightful year. I learned that, much as I enjoy my work and the Foreign Service, I could live without it—and that retirement is going to be less painful than I might have imagined. The grindstone had worn down my nose somewhat, but there was still enough left to smell the flowers.

Even more, I noticed during the year that my wife, who is also my friend and colleague, was suffering the same symptoms: 10 years of intensive work, frequently doing the work of two to three other people, had become a drag. Perhaps, just perhaps, the Cox lightning would strike, if not twice in the same place, at least twice in the same family. "Apply for it, you'll like it" was my advice. □

BY THERESA JONES

IF THE FOREIGN SERVICE didn't have the policy of treating each member of a tandem as an individual, I doubt that I'd have had a chance in my bid for a Una Chapman Cox sabbatical. Still, and fortunately, it also wasn't self-evident that two applicants named Jones, applying a year apart, were related to each other. So no one raised the cry of "unfair," and my proposal was accepted.

Last year at bid time, I was a very, very tired science officer in the Office of Science and Technology Programs. I had spent a year doubling as chief of the Asia and Pacific Rim Division and as part of my

'I felt my science and technology skills were slipping'

own staff, which had been reduced from four to two persons. This was the third assignment where I did double duty for almost a year.

I also felt that my science and technology skills were slipping. I badly wanted a chance to fully integrate what I had learned in my long-term economic training with the science, technology and competitiveness issues that occupied the White House and Congress. Like most of my Foreign Service colleagues, I'd been so busy with action items that I hadn't had more than 15 sec-

onds, it seemed, to complete an original thought.

This would be my chance to find out what was happening in the United States. I don't believe that Foreign Service officers can afford to be technically illiterate, so how can anyone claim to represent the United States of America or to analyze political and economic issues usefully if they're ignorant of the key science, technology and competitiveness issues in their own society? The Cox sabbatical year would be my chance to see and learn.

The first rule for getting a Cox fellowship is to honestly want to do what you propose (remember, you may get accepted). I wanted so many things that I ended up doing a nine-part modular proposal that essentially allowed me to write, meet people—and learn, learn, learn.

I'd always managed to make time somehow to meet my family obligations. But it was often a desperate scramble, as I tried to reconcile David's and my own competing schedules with our daughters' needs (twins, born in '69 in Paris and one born in Mons in '77). Suddenly, it was possible to arrange things without fuss or bother. I've had time to really talk to my twins at their university and, since they're engineering students, to get to know their milieu and understand their work/school pressures. This would probably be the last time I could

—(Continued on Page 24)



The Jones family.

* * *

News Highlights

State opens career development center for Civil Service

The Department's first-ever Career Development Resource Center for Civil Service employees opens for business on May 21 at State Annex 3 in Rosslyn—Room 913. The Bureau of Personnel says the center will provide a place where employees at all grade levels can go to assess their career goals and to develop a plan of action.

Materials at the walk-in facility, which will be open workdays from 8:15 a.m. to 5 p.m., are designed for independent use. But Tanya Bodzin, a professional career counselor, will be there part-time to assist employees through a four-step planning process. She will also be available three days a week, by appointment, for individual counseling.

The center will have four work stations, each dedicated to a separate step: (1) self-assessment, (2) understanding the work environment, (3) setting goals and (4) taking action. At each station will be materials such as books, audio and video cassettes and other reference materials. These may be checked out by employees using the center.

In addition, there will be computers with a program called Careerpoint. This is described as including on-line self-assessment instruments that measure an

individual's interests, work-related values, skills, abilities and personality type. Also in the program is the U.S. Government's SF-171 job application form and a resume writer.

Careerpoint will be customized to include Department position descriptions and the location of positions by bureau, including career ladders and paths and qualification requirements. Additional information at the center will include the Department's organizational structure and mission, each bureau's organizational structure and role, Civil Service personnel policies and training programs and policy.

For the time being, the center will be co-located with the Foreign Service Institute's Education Technology Center. But the intention is, according to the Bureau of Personnel, to shift the center to a central location at Main State when space becomes available.

For information or an appointment with Ms. Bodzin, call (703) 875-5947. The bureau's Cheryl Thomas, (202) 647-5275, will also answer queries. □

STATE magazine shifts operations to Rosslyn

STATE magazine has shifted editorial operations to new offices in Rosslyn, Va.—at State Annex 6 (the first stop on the shuttle bus), 1701 Fort Myer Drive, fourth floor. The editors have a new telephone number, (703) 516-1667, and a new fax number, (703) 516-1678—as well as a new office designation, PER/ER/SMG (nee DGP/PA).

Contributions for the magazine may be hand-carried to Rosslyn, faxed or deposited in the receptacle for State magazine contributions in Room 3811 Main State.

There will be no June issue of the magazine this year, hence no deadline in May. There will be separate August and September issues—11 issues in all, as in prior years. The copy deadline for the next issue of the magazine, which will be the July issue, is June 4. July 2 will be the deadline for the August issue, and August 6 for the September issue. □

New annex in Springfield for telecommunications

A new State annex in Springfield, Va. (SA 34), for the Bureau of Diplomatic Security, has opened in Fullerton Industrial Park at 7374 Boston Boulevard.

Principal occupant of the building is the Department of State Telecommunications Network—its program management office, with program management personnel

from the prime service contractor. This will be the test and integration site for all network equipment installed worldwide.

In addition, components of Information Management will be in the building, including the Office of Automation and the Office of Programs, Installations and Facilities, which support the network. □

Fire destroys section of embassy in Moscow

A fire broke out in the central section of the Moscow embassy at 10:15 a.m. on March 28, forcing an evacuation of the building and requiring treatment of three persons for smoke inhalation—a Marine guard, a construction worker and a Soviet firefighter. The blaze began in an elevator shaft and destroyed the roof above the central section.

Water and smoke damage was extensive. The two side wings of the building, containing housing and offices, were mostly spared, according to information provided at the noon press briefing. The Soviet firefighters were called immediately, and they were escorted through the building by the Marines.

"Several hundred people work in the embassy, and it would have been unconscionable in our view to risk their lives by failing to call for assistance," said Department spokesman Richard Boucher. "The embassy, of course, does not have its own capability to fight major fires."

At the April 1 briefing, Mr. Boucher added: "We think it will be some time before the central section of the embassy can be used again." □

Results are reported from overseas crime survey

The Foreign Service Institute, tabulating responses from an informal survey of 780 persons who attended the Security Overseas Seminar last year, reported that 25% had been burglarized abroad, 24% were victims of street crime, 23% reported being under surveillance, 11% were assaulted and 8% were in a residential fire.

Of 56 teen-agers who attended security sessions, 71% experienced a bomb threat, 36% reported a theft, 32% lived under curfew, 29% reported a residential break-in, and 20% experienced a coup.

The survey was made to learn about the security of U.S. employees abroad and to link training with their needs, assistant coordinator Judy Ikels said. "I think the survey shows that you can really be a target and need to take steps to protect yourself," she said. "We try to give people practical



Tanya Bodzin

tools to deal with the problems they will face." □

Fine Arts Committee will meet on May 10

The Fine Arts Committee of the Department will meet on May 10 at 11 a.m. in the John Quincy Adams State Drawing Room. The meeting will last approximately until 12:30 p.m. and is open to the public.

The agenda will include a summary of work since the last meeting in September and the announcement of gifts and loans of furnishings, as well as financial contributions during the year.

Members of the public wishing to take part should telephone by May 6 to (202) 647-1990. The public may take part in the discussion at the discretion of the chairman. □

New narcotics unit

The Bureau of International Narcotics Matters has established a Policy, Planning and Evaluation Staff, with Carol P. Hecklinger as acting staff director, Robert L. Retka as evaluation officer and V. Lance Elliott as planning officer. The evaluations will be of bureau programs, to assess the adequacy of management controls and program impact, according to a Department Notice of March 12. □

Recycle your bottles

Glass bottles have been added to the Department's recycling program. Receptacles are at the cafeteria entrances and the concession stands in the D Street and 21st Street lobbies. For information, call 647-5610. □

Women's History Month is observed in the Department



Commemorating Women's History Month, from left: Catalina Vasquez Villalpando, Audrey F. Morton, Jill E. Kent, Melissa Wells

and Barbara Bowie, co-president, Women's Action Organization. (State Department photo by Eddie Anderson)

State observed Women's History Month in March at events cosponsored by the Office of Equal Employment Opportunity and Civil Rights and the Women's Action Organization.

Audrey F. Morton, deputy assistant secretary for equal employment opportunity and civil rights, opened a program in the Dean Acheson Auditorium on March 15. The District of Columbia's National Guard drill and ceremonial unit presented the colors, followed by remarks by the Department's chief financial officer, Jill E. Kent, and a performance by State's "Ambassadors of Song."

Featured speakers were Catalina Vasquez Villalpando, treasurer of the United States, and Melissa Wells, ambassador-designate to Zaire.

A panel discussion on the Foreign Service and Civil Service performance evaluation systems was held in the East Auditorium on March 20. Cheryl Hodge and Dorothy Flaak of the Bureau of Personnel led the discussion, with Irene Lucas of the Women's Action Organization as moderator.

A display highlighting achievements of women was shown throughout the month in the Exhibit Hall, outside the cafeteria. ■



FOREIGN SERVICE INSTITUTE—Here are the first Civil Service visa examiners to be assigned to the consulate general in Tijuana,

on their graduation from the basic consular course. From left: Elvira Navarro-Adame; Alma Tijerina; Betty Swoope; dean Donald

Leidel of the institute staff; Sandra Raynes; Jay Smith; Lourdes Fernandez.

Appointments

White House names 3 for ambassadorships

President Bush as of mid-April had named ambassadors for three more countries. All the nominations would require Senate confirmation. The posts and the persons named are:

—*Belgium*—Bruce S. Gelb, director of USIA, to succeed Maynard W. Glitman.

—*Equatorial Guinea*—John E. Bennett, consul general in Monterrey, to succeed Chester E. Norris Jr.

—*United Kingdom*—Raymond G. H. Seitz, assistant secretary for European and Canadian affairs, to succeed Henry E. Catto.

Following are biographical sketches of the persons named.

* * *

Belgium

Bruce S. Gelb has been the director of USIA since 1989. He was a member of the Voice of America's advisory committee in 1988.

Mr. Gelb was a salesman for Clairrol, Inc., 1950-51, and a trainee at the J. Walter Thompson Co. in 1952. He became assistant brand manager at Clairrol in 1953. Next, he was brand manager at Proctor & Gamble, 1955-57. He became advertising manager for Clairrol in 1957. He was marketing vice president and executive vice president there, 1958-64. He became the corporation's president in 1965. He joined Bristol-Myers as executive vice president in 1977. In 1985 he became vice chairman, a position he held until he began his Government service in 1988.

Mr. Gelb was born in New York on February 24, 1927. He received a bachelor's from Yale and a master's from Harvard. He served in the Naval Reserve, 1945-46. He is a member of the President's Arts and Humanities Committee and the board of trustees of the John F. Kennedy Center for the Performing Arts. He is married to Lueza T. Gelb; they have two daughters and two sons.

* * *

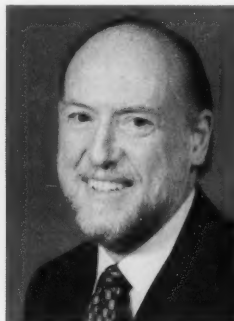
Equatorial Guinea

John E. Bennett has been consul general in Monterrey since 1987. Before that, he attended the National War College, 1986-87.

Mr. Bennett joined the Foreign Service in 1971 and went to Madrid the following year. He became chief of the consular section in Bremen in 1973. Then he was assigned to the Bureau of Intelligence and Research, 1976-77. After language studies at the Foreign Service Institute, he became



Mr. Gelb



Mr. Bennett



Mr. Seitz

chief of the visa section in Guadalajara in 1978. He was named consul general in Lagos in 1979. He served as deputy chief of mission in Kampala, 1983-86.

Mr. Bennett was born in Atlin, British Columbia, on June 4, 1941. He served in the Army, 1965-69. He earned a bachelor's from Harvard in 1970. His foreign languages are Spanish and German. He holds three Superior Honor Awards and figured in a group Meritorious Honor Award. He is married to the former Barbara Nichols; they have two sons.

* * *

United Kingdom

Raymond George Hardenbergh Seitz has been assistant secretary for European and Canadian affairs since 1989. He joined the Foreign Service in 1966, going to Montreal as vice consul later that year. He was vice consul in Nairobi and Victoria, 1968-70, and became principal officer in

Bukavu later in 1970. Next, he was a staff officer and office director of the Secretariat Staff, 1972-74.

After an assignment as special assistant to the director general, he went to London as first secretary in 1975. He became deputy executive secretary of the Department in 1979. Then he was deputy assistant secretary for public affairs, 1981-82, and executive assistant to the Secretary, 1982-84. He served as deputy chief of mission in London, 1984-89.

Mr. Seitz was born in Honolulu on December 8, 1940. He received a bachelor's from Yale in 1963. Before joining the Service, he was a teacher in Dallas. His foreign languages are French and Swahili. He holds two presidential awards for meritorious service and the Director General's Award for Reporting. He is married to Caroline Richardson Seitz; they have a daughter and two sons. ■



BRASILIA, Brazil—At principal officers conference, left to right: Thomas Shannon, special assistant; Robert Service, deputy chief of mission; Leslie Rowe, consul, Recife;

Ambassador Richard Melton; James Creagan, consul general, Rio de Janeiro; Donald Bramante, consul general, Sao Paulo; Roger McGuire, consul, Porto Alegre.

Honors and Awards

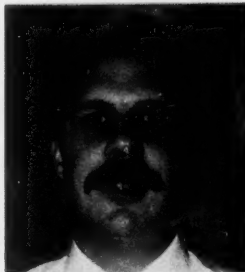
Systems management award goes to Susan Erlandsen



Ms. Erlandsen



Ms. Christian



Mr. Jensen

SUSAN ERLANDSEN of Embassy Warsaw is this year's winner of the Assistant Secretary's Award of Excellence in Information Systems Management. She will receive a plaque signed by Secretary Baker and \$5,000.

An award panel named two runners-up—Carolyn Christian of Embassy Jakarta and Peter Jensen, formerly of the American Institute in Taiwan, now posted in Ankara. Each will receive \$1,000 and a Meritorious Honor Award.

The panel was chaired by Warren Litrel, a deputy assistant secretary for diplomatic security. It included Raiph Frank and LeRoy Donahue of that bureau; Barry Kefauver, Bureau of Consular Affairs; and Georgia DeBell, Bureau of Near Eastern and South Asian Affairs.

Erlandsen: 'On the cutting edge'

Ms. Erlandsen was nominated by Ambassador Thomas Simons Jr., who cred-

Systems award nominees

Twenty-seven others were nominated for the systems management award: *Luis Acosta*, Lima; *Robert Arthurs*, Canberra; *Anita Banks*, Kingston; *William Camp*, Tokyo; *Janette Corsbie* and *Brady Marking*, Manila; *William Croom*, Port-au-Prince; *James DePalma*, Politico-Military Affairs; *Janice Fedak*, Moscow; *Paul Garcia*, Office of Under Secretary for Management; *Leslie Haworth*, Toronto; *Steven Jasak*, Quito; *Carl Johnson*, Diplomatic Security; *Larry Kozak*, Beijing; *Joan Lewis*, Diplomatic Security; *Jane Longenecker*, Pretoria; *Charles Miller*, Mexico City; *Thomas Nightengale*, Diplomatic Security; *Joseph Ortiz*, Lilongwe; *Michael Regardie*, Administration; *Donald Rek*, Madrid; *Peter Rice*, Brussels; *Vincent Ryan*, Buenos Aires; *Edward Schwartz*, Cairo; *Steven Taylor*, Rabat; *William Wadsworth*, Diplomatic Security; and *Henry Webb*, Athens. □

ited her with streamlining computer operations at Embassy Warsaw. Mr. Simons said: "Poland has led the way in the transformation of eastern Europe. The price of that success for this mission has been an unprecedented increase in workload. Susan Erlandsen's efforts to push us into the age of automation have been a big factor in our ability to cope with this workload." The ambassador commended her for setting up a new computer room and replacing obsolete Wangs with personal computers.

Ms. Erlandsen was also praised for devising applications for the new equipment, which simplified procedures. "She is always on the cutting edge and able to suggest imaginative solutions," Mr. Simons wrote. "(We) now process travel advances and vouchers on personal computers (and) perform many per diem calculations automatically. We avoided having to hire an additional travel clerk. Other applications support leasing and contracting functions. Other posts have sought copies of these applications."

Ms. Erlandsen was also commended for initiating a training program and instilling enthusiasm in computer users. Mr. Simons said: "She transformed the staff from a group who were able to do basic word processing only into a collection of amateur hackers who not only are no longer afraid of computers, but are avidly interested in them to get their jobs done better."

Christian: 'Worked ceaselessly'

Ms. Christian was cited by Ambassador John C. Monjo for improving information systems in Jakarta under what he termed difficult circumstances. "Carolyn worked ceaselessly to upgrade data processing, despite numerous constraints and a chancery renovation," he wrote. "The chancery was torn apart to replace the central air-conditioning system, ceiling and even the floor. Despite the inconvenience,

all sections of this chancery were able to rely on Carolyn to keep data processing resources at their fingertips."

Ms. Christian was also commended for bringing new hardware and software applications to Jakarta despite a shortage of funds. Under her tenure, the mission acquired desktop publishing, several personal computers and two laser printers. She was credited with installing software which improved vehicle management and warehouse disposal programs at the post.

She was lauded, too, for what the ambassador called her "emphasis on service." Mr. Monjo commended her for developing training programs for employees and their families and for creating a systems management newsletter. She was praised, too, for helping other agencies at the post overcome technical problems during the renovation.

Jensen: 'Innovations'

Mr. Jensen was nominated by Thomas Brooks, director of the American Institute in Taiwan, for his innovations there. "His computer reach has extended to our motor vehicle operations, periodicals, petty cash vouchers, flight bookings, maintenance work orders, utility bills, accounts receivable and political contacts," Mr. Brooks said.

He was credited, too, with developing computerized methods to speed visa processing and economic forecasts. Mr. Brooks said: "The institute must annually predict the impact of Taiwan's proposed tariff cuts. Last year three employees took six weeks to produce this report. This year one finished the job in a few days."

Mr. Jensen was also commended for creating a computer network which links all four American Institute sites in Taiwan, and for aiding other posts. "His word processing utilities are now in use at some 25 posts, including London, Rome and Tokyo," Mr. Brooks wrote. He was also cited for interrupting his rest and recreation to assist the embassy in Ottawa. Mr. Brooks said: "He traveled there to install six of his applications and train employees in their use. He did so at his own expense." ■

Signs of the times

In a Belgrade hotel elevator: "To move the cabin, push button for wishing floor. If the cabin should enter more persons, each one should press a number of wishing floor. Driving is then going alphabetically by national order."

—From the Bulletin of Diplomatic and Consular Officers, Retired) □

Return to Embassy Kuwait

Food, water and electricity are short—and so are the Wangs

Readjustment to the work routine is a slow process

BY DAVID W. PEARCE

The author is chief of the political section at the embassy.

At 9:35 A.M. on March 1, I stuffed my earplugs in and strapped myself into the web seat of a C-130 for the flight from Dhahran, Saudi Arabia, to Kuwait. Wedged among cars, colleagues (there were about 20 of us in two planes) and cargo in the hold, I couldn't see much. But from the cockpit the view was of a dirty, charcoal-blue cloud enveloping the northeast corner of Saudi Arabia and southern Kuwait. Flames from hundreds of burning wellheads surged at eerie intervals in the haze. Near the end of the one-hour flight, there were breaks in the smoke cover, and we could make out fortified Iraqi positions and abandoned armor all over the ground below. It was like a scene from Hades.

We landed in warm, smoky sunshine at devastated Kuwait International Airport. The control tower was burnt and blackened. A cargo warehouse lay in a heap, the roof collapsed and shattered. A British Airways 747 lay on the tarmac like a blackened fish, only the tail intact. Debris, shrapnel, and broken blue glass from runway lights lay strewn all over the area.

For some in our group, the return had

'A British Airways 747 lay on the tarmac like a blackened fish'

special poignancy. Gale Rogers, the consul, had been held hostage on the compound during the Iraqi occupation, from early August until December 13. Political officer Kevin Briscoe had spent the first three weeks of the siege at the embassy, and the last 100-plus days in Baghdad.

Having raised our American flag, we got down to business. First, a brief tour of the compound, which I hadn't seen since July 11, when I went on leave with my family. There was no water, no electricity, no telephones. The grass needed mowing, the buildings were streaked with black soot and the swimming pool was a rancid green cocktail of leaves, debris and mosquito eggs. I spotted my car, a 1986 Isuzu trooper, parked against the rear wall of the embassy, behind the ambassador's garden. (A talented Special Forces mechanic had it up and running a few days later.) In the garden, I noted that the cabbage patch,



The author, on left, with Kuwait desk officer Barbara Leaf and Army Major Steve Ware.



At the Dhahran airport, en route to Kuwait, from left: public affairs officer Jim Callahan, secretarial rover Mary O'Neill, administrative

officer Jim Seward, deputy chief of mission Mark Johnson.

tended by former general services officer Mark Herzberg during the long siege months, had come in like Gangbusters.

The chancery had had a hole blasted in

The swimming pool: 'A rancid green cocktail of leaves, debris, mosquito eggs'

the executive office by entering Special Forces, but otherwise it suffered little damage. A thick layer of dust and grime covered everything, though. The Florida Room in the ambassador's residence had had a pane of glass shot out, and we found

bullet holes in the walls and curtains. There was no obvious sign of Iraqi entry into the compound, although we all assumed they had at least entered and looked around.

With the help of the U.S. military (as with virtually everything else we did for the next few weeks), we began to put some rudimentary systems into place. Generators provided electricity and satellite links provided a few telephone and communications circuits to the outside world. The garden well dug by former Ambassador Nathaniel Howell's enterprising siege crew was resurrected, with a pump hooked to storage tanks on top of the ambassador's

residence. This allowed two working toilets and two baths. Jim Seward, our talented and imaginative general services officer, had managed to stockpile bottled water and food—of a sort. For several weeks, we ate only military rations—M.R.E.s (meals ready to eat). The first box of apples we got from Riyadh went in minutes. The residence kitchen became an informal mess hall—almost any time of the day or night would find Ambassador Edward W. (Skip) Gnehm or us staff members shuffling

'For several weeks we ate only military rations'

through boxes of M.R.E.s or huddled around the table, wrestling with plastic packages and catching a quick meal (it seemed they were all quick meals).

When we first arrived, we had only one Tempest Wang for the entire embassy to use. Our enterprising technicians, led by Dennis Severns, soon got a second one going. But there was a great deal to report, and to say there were bottlenecks is to understate. We circled the Wangs like vultures, waiting for someone to get up. When drafting, none of us dared to leave our seats to get a drink of water or go to the bath-

room. If we did, someone else would sneak into the seat, cancel out of the work on the screen and start his or her own. Nevertheless, one of the prime competitors, temporary-duty roving secretary Mary O'Neil, helped keep order with her good cheer.

We also had to share satellite time with the military. The hours were early in the morning until early the next morning, running all the way. The ambassador was all over town, and the rest of us were, too. Our able public affairs officer, Jim Callahan, attempted to control the voracious appetites of the 1,000-plus members of the press corps, who clamored for interviews with the ambassador as he made his rounds.

We compared notes on the day's activities at evening staff meetings. Invariably, these sessions would be punctuated by long noisy bursts of automatic-weapon fire—right outside the embassy wall. Every night at sundown, crowds would congregate on Gulf Road, opposite the embassy and nearby International Hotel (where the press center was) for impromptu victory celebrations. These featured military and civilians firing into the air. Unfortunately, what goes up inevitably comes down—one bullet through a car windshield, one grazing the

arm of a U.S. Special Forces guard and one through the roof of the consular section, landing between the feet of several Special Forces men as they watched television in the nonimmigrant visa processing area. Saudi troops were among the most enthusiastic shooters, and it took several interventions for us to get the celebrations stopped.

Within days of the liberation, the outside wall of the embassy was covered with *pro*-American graffiti (can any other embassy boast such?). "Bush, and only Bush!" says one spray-painted slogan near the rear gate.

'We circled the Wangs like vultures, waiting for someone to get up'

And over all, even when the wind was blowing away from the city, was the acrid sooty smell of burning oil. Riding in a helicopter or open car left you with your hair, hands and face covered with black grime. On some days, when the wind blew in the wrong direction, a black cloud would enshroud the capital, lowering temperatures up to 20 degrees and making it as dark at 10 a.m. as it was at 10 p.m. The smoke was only a minor nuisance on most days, but on bad days (or if you took V.I.P. delegations



Darkened skies over Kuwait.



At Taif Airport in Saudi Arabia, en route to Kuwait, from left: communicators Cliff

Taylor, Marvin Adams, Robert Popchak. (Photo by Mary O'Neill)

for an extended visit to the oilfields) the fumes could leave you a little tight-chested or feeling slightly nauseous.

The ambassador and his security detail stayed in the residence, and a few people elected to sleep in their offices. But most of the rest of us moved into the International Hotel across the street from the embassy. The rooms were clean, but there was no electricity and no running water. Bruce Rogers, our economic officer, doubled as room manager at the hotel, controlling room assignments on the two floors we occupied.

When we first arrived, I would usually leave the compound at about midnight, making my way past U.S. Special Forces guards on the blackened street, out past the coils of razor wire on the perimeter and over to the parking garage of the hotel. A flashlight lit my way up the two flights to the ground level. Then I climbed a dark back stairway to a room on the sixth floor, lugging bottles of mineral water for bathing. I remember feeling a sense of achievement by washing my hair, shaving, brushing my teeth and taking a sponge bath in a bottle of mineral water. (The key lies in the sequencing of operations and judicious recycling.)

After a few weeks, the hotel had regular generator power and began serving simple meals. After a month featuring sewage backups and a ban on toilet use, running water was restored for a few hours a day.

We were so busy for the first few days that I didn't have a chance to go right away to my house, which is about five minutes from the embassy. My wife Leyla, son Joe and daughter Jennifer had been in Washington since August, and all were keen to get a report on the house.

It was a queer feeling going back to the place where we'd spent two years together, seeing "Joey P" scratched in the cement

near the front gate where the kids played, and then walking through the darkened building with a flashlight.

As it turned out, we were lucky: the house wasn't looted and, before leaving in December, the embassy staff had managed to pack and ship most of our things to Baghdad, then overland to Amman, then down to Aqaba and out to Antwerp. The house next door, by contrast, had been ransacked. As I inspected our place, I saw that the packing had been done in a hurry and a number of small items had been overlooked. In a dining room commode, a picture of Jenny (now 12), taken at age 2, had been left behind, evidently when it fell out of an album. I also found that my son's first-grade class picture from the American school in Kuwait was still on the wall in his

bedroom. In a bureau drawer was another of Joey's Kuwait Little League-leading T-ball team, the Tigers. I laid these things out carefully on the dresser in the main bedroom, as though they were icons.

Within two weeks, I had moved back in my house. It was eerie having virtually no neighbors. There was no power, no electricity. The night was pitch black. With the oil clouds, the day often was black, too. The constant darkness seemed to cause a kind of collective depression in the city, which probably peaked at the two-week mark, when the government had been back for a while. But there was still no indication that basic services such as electricity and water would be coming on soon.

Well, as this is being written, the power is now on in most parts of the city, for at least part of the day. Water is also trickling in to most homes, even if the pressure is weak. Some telephone exchanges are functioning, even if international lines are hard to get. Fresh fruit and vegetables, as well as bread, are more readily available than they were in the first days, and banks are open and issuing new Kuwaiti dinars. In short, Kuwait is slowly getting back on its feet, and so is the U.S. embassy.

We still haven't pumped all the green water and mosquito eggs out of the pool, but Wayne Logsdon's administrative team (he's another veteran of the August-December siege) is doing a great job cleaning, brightening and repairing the various systems we depend on. The reporting load is tremendous, and we're all very busy. Never mind. We're glad to be back. ■



Palestinian children with American flags.

The Literary Scene

On tap: a foreign affairs journal devoted to creative writing

4 officers are planning the publication; it won't be for profit

A MOVEMENT is afoot to establish a nonprofit literary journal for the foreign affairs community, and a "call for submissions" has been issued. A nascent editorial board consists so far of four persons—three from State and one from USIA. The four are:

—Lora Berg, desk officer for Madagascar, whose recently-published poems inspired an off-Broadway musical play.

—Robert P. Finn, political officer in the Bureau of International Organization Affairs, who holds a doctorate in Turkish literature.

—Cindy Saboe, a Civil Service writer/editor in the Office of the Inspector General, who has been active in a literary group at the Association of American Foreign Service Women.

—Richard Kaplan, a program manager in the Arts America Office at USIA, who has taken to awakening at 3:30 a.m. to write fiction for two hours before his workday begins.

The journal does not yet have a name; the call, in fact, asks for suggestions about this. Being sought are "translations, poetry, drama, short fiction and literary-quality essays, as well as interviews with living writers and other artists," in addition to black-and-white line art and black-and-white photographs.

The editors say they will welcome submissions by employees of the foreign affairs agencies, active and retired, as well as

'The foreign affairs community includes a large number of gifted writers'

members of their families. Also invited to contribute are Foreign Service nationals, diplomats of other countries and "members of the English-speaking overseas community."

"We believe that the foreign affairs community includes a large number of gifted creative writers who need and deserve a forum for their work," the editors say in the call, which adds: "Payment for contributions that are selected will be in copies."

Ms. Berg entered the Foreign Service five years ago, after earning two master's degrees at Johns Hopkins University—one in international relations, the other in poetry. The two, she says, are not dichotomous.

"I was attracted to foreign relations



From left: Robert Finn, Cindy Saboe, Lora Berg, Richard Kaplan. (State Department photo by Ed Anderson)

because there are some questions that you can't answer with just poetry," she explains. "For example, why some people around the world are eating and some others are not. But on the other hand, I've always felt that it's not enough to analyze what we see strictly in terms of politics and economics. That sort of analysis can be very flat."

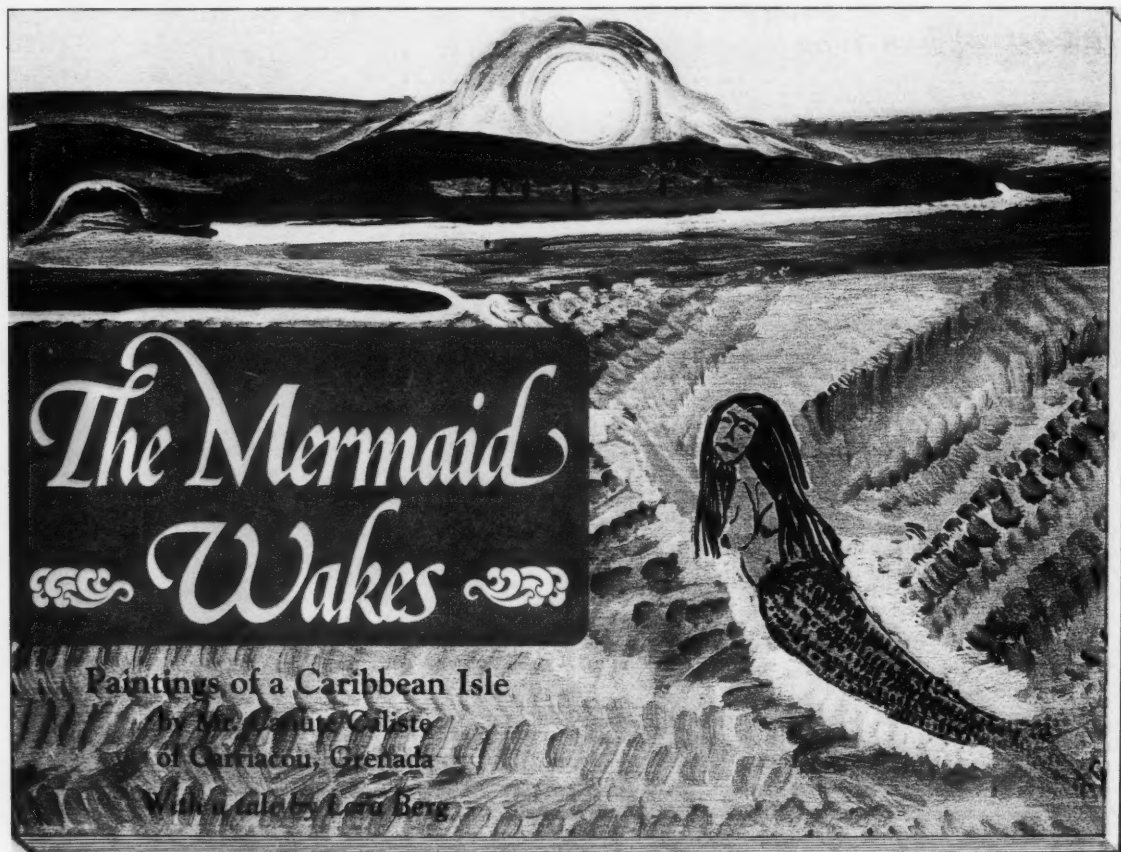
Her book, "The Mermaid Wakes" (MacMillan Publishers Ltd., London, 1989), is a collaboration with a 74-year-old fisherman of Grenada, Canute Caliste, whose paintings are reproduced in the volume. Posted in Barbados, she saw his work in a gallery there and wrote poems based on the paintings. The musical play has the same name. It ran in New York last winter, with music by director-composer Elizabeth Swados and others.

Mr. Finn also writes poetry, both in English and in Turkish. Among his published works is one on the early Turkish novel (1872-1900). He first went to that country in 1967 with the Peace Corps, returning in 1978 as a Foreign Service officer at the consulate general in Istanbul. "The Finns," he says, "are an old poetic



family in Ireland."

There's good reason for a foreign affairs literary journal," he says, "and that's because the diplomatic experience provides very rich source material. You not



The Mermaid Wakes

Paintings of a Caribbean Isle

by Mr. August Caliste
of Carriacou, Grenada

with a tale by Lisa Berg

only meet many different kinds of people, but you're also forced to observe them while being objective about yourself, in relationship to the environment that you find yourself in."

Ms. Saboe, whose husband was a Foreign Service officer, says she started a novel while they were posted in Bucharest—"as a form of escape from the very oppressive atmosphere there." Hence the story she's working on has nothing to do with the Ceausescu dictatorship. It's a comedy of manners, she says, set in 19th-century England.

"One of the good things about this journal is that it won't be restricted just to the American viewpoint," she says. "It'll be open to the foreign-born spouses of Foreign Service officers and to the foreign diplomatic community as well. So we'll get some interesting ideas expressed that you wouldn't necessarily encounter in a more

focused magazine."

"Think of the wealth of unusual experience that diplomatic people have," says Mr. Kaplan. "It's the kind that most would-be writers would envy. And we have another asset for this journal. There are the Foreign Service nationals who work for us,

'Not just bureaucrats who think and speak in a bloodless, soulless jargon'

some of whom are really distinguished writers in their own countries."

Mr. Kaplan sees the journal as an opportunity for his colleagues to show that they're "not just bureaucrats who think and speak in a bloodless and soulless jargon."

Plans are for the journal to be a semi-annual publication. August 1 is the deadline for submissions to the first issue, which is tentatively scheduled to appear in

December.

The call says: "Please send photocopies of your work along with a brief cover letter and a self-addressed, stamped envelope . . . We will respond within eight weeks from the time we receive your work. Art work and photos will be returned if you provide a large enough envelope. However, we will not return manuscripts . . . Translations should be accompanied by the original work, and if selected will require copyright permission."

The addresses for submissions: c/o Mr. Kaplan, Room 567, USIA, 301 Fourth Street, Washington, D.C. 20547; c/o Mr. Finn, 3300 Cleveland Avenue N.W., Washington 20008; c/o Ms. Saboe, OIG/PPM/PRA, State Annex 1, 2401 E Street N.W., Washington 20520-0114; and c/o International Literary Journal, Apartment 503-N, 950 25th Street N.W., Washington 20037. ■

Life in the Foreign Service

4 vignettes from a retiree

He gave his word as an officer—and then ...

BY ROBERT P. STAFFORD

The author, in the Foreign Service until 1976, now lives in Hartford, Conn.

Strings attached

IT WAS DURING my assignment as general services officer with the embassy in Nicosia, Cyprus, that the embassy received notification from the Department that the string and woodwind sections of the Philadelphia Orchestra were to pay a visit to Cyprus and perform several concerts.



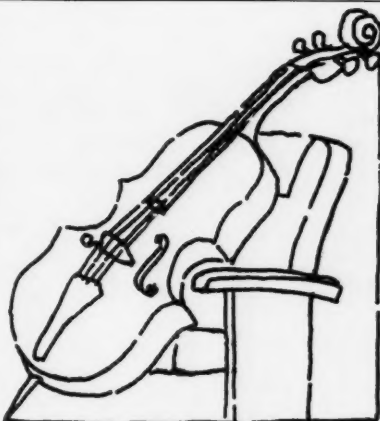
Mr. Stafford

There were to be 36 orchestra members and a Department escort officer, for a total of 37 persons. In an attempt to make their arrival at the airport as smooth as possible I, as the general services officer, decided to ask the customs and passport control officials at the airport for permission to allow me to collect the 37 passports from the orchestra members and escort officer as they deplaned. I would then personally turn them in to passport control to be stamped, while the orchestra members would be escorted through the airport terminal to waiting minibuses that would deliver them directly to their hotel.

The customs and passport control officials would not hear of such a procedure. I was told that each and every passenger must go through the airport controls without exception. As a last hope, I attempted to convince the airport authorities that it would complicate matters for everybody to no end if each orchestra member had to claim his or her own luggage, then go individually through passport and customs control.

I told the officials that they could hold me totally responsible for any mixup—that I would produce the 37 passports, and that I would never again ask for this favor if they would only grant me this wish this time. The chief of customs and passport control finally but very reluctantly agreed to my proposal, with the understanding that I was to be held personally responsible for turning in the 37 passports.

On the day of arrival, I personally collected the 37 passports and delivered them



to passport control. The orchestra members and the escort officer passed through the air terminal and onto their buses while my staff collected their luggage directly from the aircraft. The 37 passports were duly stamped and returned to me, and it was with a big sigh of relief that I headed back to the embassy that day.

This relief was short-lived.

I no more than got back to my office when my phone rang. It was the chief of passport control. He said that I had let him down. I did not keep my promise. He had checked the aircraft manifest and there were, in fact, 38 passengers—not 37 as I had claimed. I was in total shock! I asked him if he had checked all the names against the manifest and, if so, who was the extra passenger. He said there was "a Mr. Fidel" (as he pronounced it), and they did not have any passport for this individual. I told the chief that I would look into this immediately and call him back.

I called the escort officer's room at the hotel and told him that I had staked my reputation on the line with the airport authorities. I told him that there was a passenger named Mr. Fidel who was on the manifest, but no passport was turned in for him. I wanted an explanation!

There was an immediate burst of laughter from the other end of the line. The escort officer must have gone mad, so I thought. He could not stop laughing. At the point of me almost hanging up on him, he calmed down long enough to explain to me that they had a rather temperamental double bass player who had refused to stow his

instrument in the cargo hold of the aircraft. Instead, he personally purchased a seat on the aircraft so he could have his string bass in the seat next to him. When it came to putting a name on this airline ticket, he told the ticket agent: "Let's just call him Mr. Fiddle."

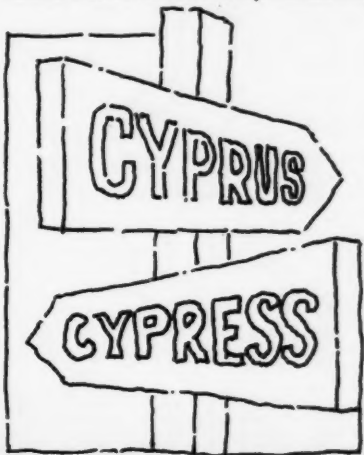
Mr. Fidel turned out to be Mr. Fiddle, the missing passenger. Needless to say, it took some convincing to assure the chief of passport control that this "passenger" had strings attached and nothing more. □

Local politics

UPON MY RETURN to Connecticut after serving two years on Cyprus, my brother wanted to treat me to a lunch at a small restaurant in the town where he is the local dentist. After enjoying a most delicious meal, we were putting on our coats at the coat rack at the front door of the restaurant, when I walked one of the local politicians.

He was a short roly-poly man with the end of an unlit cigar tucked in the corner of his mouth. Upon seeing my brother, he greeted him with a big handshake. My brother, in turn, eager to introduce me to the politician, said: "I'd like you to meet my brother, Bob. He works for the State Department, and he just got back after spending two years in Cyprus."

The politician shook my hand and rolled his cigar to the other side of his mouth. Then he leaned into my brother and



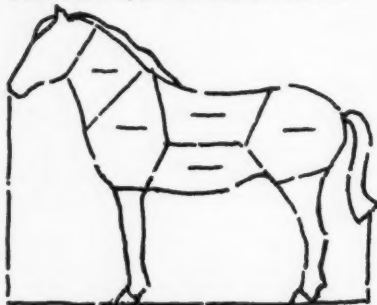
said: "Doc, where in the hell does the state of Connecticut find the money to send someone to Florida for two years?"

I turned and headed for the door, leaving my brother to explain the difference between Cyprus and Cypress. □

Horsemeat

IN 1952, ON A COLD, snowy winter Saturday in Stockholm, Sweden, I found myself headed off to Salahall, the central produce market in the center of the city, for my weekly food purchases.

As I climbed the hill toward the market, a third-floor window opened in an apartment building en route, and Jamie poked her head out. Jamie worked as a secretary for the naval attaché's office in the embassy. Jamie asked me if I was going to shop at Salahall and, if I was, would I please pick up some horsemeat for Suzy, her full-size black French poodle. I shouted back to her that I didn't know where in Salahall they sold horsemeat, but I added I'd be happy to give it a try. She assured me that I'd find it, and she shut her window.



Upon entering Salahall, I remembered that one of the greengrocers, by the name of Lars, spoke perfect English. Maybe he could help me. Lars was a big man with bright red cheeks and light blond greying hair. As I approached his stall, I found him busy wiping off some ripe tomatoes on his white apron.

I said: "Good morning, Lars! Can you show me where I can buy some horsemeat?" Before I could get another word out, Lars threw his arms in the air, then down onto my shoulders and exclaimed in his booming voice: "Ah! At last I find an American who likes horsemeat just as much as I do! Come! Come! I'll show you the horsemeat stall! It's just over there!"

As he led me down the aisle, I didn't have the heart to tell him the horsemeat was for a dog named Suzy. □

Wise guy

BACK IN 1953, the traffic on the roads in Sweden moved on the left-hand side of the road. Pedestrians, too, walked on the left-hand side of the sidewalk. And revolving doors were entered on the left; they rotated clockwise when in use. During my three years with the embassy in Stockholm, I got the system down pat.

During my first weeks back in Connecticut on home leave, I found my situation a bit different. I found myself walking briskly into the left-hand quadrant of a revolving door at a department store, giving it a firm push.

Due to the reflections in the glass panel in the door, I didn't see a woman with a



Fake Rolex

*Makes no difference to me how we met,
you and I.
Friendship's all one, no matter how it
starts,
Scene of Hollywood heroism or sleazy
street brawl.
It was no brawl, really, and we on oppos-
ing sides
Squared off: remember how you chased me
down
That day with your car? Someone had said
something,
You were boiling mad. It all turned out to
be lies,
Of course, and now that other one is dead,
And we're friends still, after all these
disasters.
I was chased again like that just the other
day,
And instinctively remembered you as I
pushed my way
Through the crowd. "Amigo, amigo," a*

small child on the opposite side of the door, pushing equally as hard towards me.

In a split second, I realized my error. I dashed to the right quadrant of the door and swished into the lobby. When I turned around to see how the woman and child had made out, I saw the woman standing on the sidewalk with both hands on her hips, glaring back at me with fire in her eyes.

For a moment I wanted to go back out and explain my situation to her, but I just could not find the courage to do so. She most likely thought I was just another one of those wise guys. ■

Advanced word processing courses being offered

The Foreign Service Institute will present four daylong advanced word processing courses this month and next month. The course are:

—Advanced word processing, May 13-15 and June 17-19. Instruction in moving and deleting columns, creating dual columns and using the system calculator. Some basic features, such as moving, copying and formatting text, are also reviewed.

—Advanced WP+, May 9-10. Teaches merge, word-wrap, block editing, sorting columns and the mark and name functions.

—Glossary, May 16 and June 20. Instruction in creating, sorting and retrieving glossaries.

—Decision processing, May 17. Advanced glossary functions, including looping, nexting and prompt functions. □

*voice behind me
Kept saying. His rattling tray stayed close.
"Nope," I kept thinking as I walked along
faster,
"Too much. What's he take me for, a
tourist?"
But then I stopped and turned. Oh, what
the heck?
To take home something of dubious value
Beats packing up and going home empty-
handed.
Now that fake Rolex ticks away on my
night-stand.
Twenty-five bucks. My "amigo" gave no
guarantees.
(My boss just told me his already quit on
him).
So was mine a good investment? Stand by:
we'll see.*

—KELLEY DUPUIS
Brasilia □

Ask Dr. Goff



Q.

WASHINGTON
I took my 13-year-old son to have his annual physical last week, and the physician checked his blood pressure as part of the routine exam. This surprised me because I thought that high blood pressure was a disease of the elderly. Was it really necessary to have my son's blood pressure checked?

A.

High blood pressure, also referred to as hypertension, was once thought to be a disease of adults, but it is now felt that, in some people, it may begin in childhood. There are certain risk factors that determine a child's tendency to develop the disease in adulthood. These include a family history of high blood pressure, weight, diet, race—even stress.

Personally, I commend your doctor for including the blood pressure measurement. We also incorporate it here into our medical exams of Foreign Service children. A diagnosis of hypertension in a child doesn't mean that he or she is hyperactive or tense. It means that pressure within arteries (blood vessels that carry blood away from the heart) is too high. This increased pressure may do damage for many years without producing any symptoms. The disease is complicated because it usually has no symptoms. It's commonly referred to as the "silent killer."

Unfortunately, the earlier its onset, the more serious it can become. Left untreated, it can cause stroke, heart disease and kidney failure. Fortunately, many advances have been made in this area of medicine, and these risks can be reduced by effective treatments that include weight loss, exercise and sometimes prescription medication.

There are many known causes of hypertension. If diagnosed early, some of these problems can be treated easily. Suffice it to say that, if no specific cause is identified and a child's history shows risk factors present for hypertension, lifestyle adjustments may help control the disease. Exercise may lower blood pressure. Cigarette-smoking should be avoided at all costs. Overweight children should lose weight and maintain a normal weight. Salt intake should be limited, especially in adolescents who tend to live on "fast foods," which have a high salt content. Research has shown that, in populations with low salt intake, high blood pressure is a rare disease. These lifestyle adjustments, when started

early, may actually prevent the onset of hypertension in high-risk children, as well as later in life.

Q.

WEST AFRICA
I have heard conflicting advice about using cotton swabs to clean out ear wax. What is your opinion on this? Is it safe?

A.

Never put anything smaller than your elbow in your ear—that's my recommendation. Cotton swabs can damage the lining of your ear canal and your ear drum, and even affect your hearing. For your information, ear wax is formed in the outer part of your ear by special glands. The wax traps dust and sand particles so they won't reach the ear drum. The wax accumulates, then dries up and falls out of your ear, carrying with it any particles that accumulate. In some instances, wax may position itself against your eardrum, causing noticeable discomfort and a loss of hearing. This occurs naturally, but also from probing the ear with cotton-tipped swabs or other materials. But there are safe ways to clean your ears. If you do have wax and you're sure it's not an infection, do the following:

(1) Soften the wax for several days by putting several drops of hydrogen peroxide into your ear twice a day. (2) Using a sterile rubber bulb syringe, gently run warm (*not hot*) water into your ear while leaning over the sink, so that the water drains down your cheek and into the sink. *Do not insert the tip of the syringe into your ear. Keep the syringe about an inch from the ear, and allow the stream of water to flow gently.* Repeat this with at least 20 syringefuls, watching for the wax to come out. (3) When you're finished, turn your ear downward, pulling on it and wriggling it to drain out the water. If your hearing is still blocked, repeat step 2. (4) Dry your ear completely to prevent "swimmer's ear," and place an eye-dropperful of rubbing alcohol into the ear canal, pulling and wriggling on your ear, which is now upward to ensure that the alcohol goes all the way in, and then turn it downward to let it drain out. This will dry out quickly, destroying bacteria and fungus. (5) This is a safe and easy method for the removal of ear wax. It also prevents the buildup of wax near the eardrum, which often occurs as a result of using cotton swabs. If this doesn't work, or if you suspect that you have an infection or damaged eardrum, see your doctor.

Q.

BETHESDA, MD.
Spring is here and, since I spend a lot of time outdoors, I am concerned about ticks this year. There seems to be much more talk of Lyme disease and Rocky Mountain spotted fever than ever. What is the best way to avoid these critters and diseases?

A.

May through September are the most common months for the occurrence of tick bites, which sometimes contain the organisms that cause both of these diseases. Last year, there were over 60 confirmed cases of Lyme and more than 20 of the Rocky Mountain reported in Maryland alone—and many more that weren't reported. In some areas overseas, the problem is even greater. If you've been exposed to ticks, you should look for two signs that are associated with these diseases. With Lyme, shortly after you're bitten, there's usually a reddish expanding rash at the site of the bite. It sometimes is pale in the center and has a red rim. It's often accompanied by headaches, fever, chills and muscle aches. The Rocky Mountain begins with a high fever, over 101 degrees, within two weeks of the bite. There's sometimes a rash on the palms of your hands and the bottom of your feet, and overall weakness is common. Lyme can be successfully treated in all stages, though early treatment is best. With the Rocky Mountain, however, prompt treatment is essential to ensure complete recovery.

Ticks should be removed promptly with a tweezer. Lift them from the skin. Use your fingers, protected by a tissue, if tweezers aren't available. Then clean the wound with an antiseptic.

The best way to avoid the ticks is by staying away from wooded or grassy areas during the times of the year that the ticks are active. This, however, is often not possible or desirable to most people during the prime hiking and camping season. You should, however, wear long sleeves and

—(Continued on Page 21)

This column by Paul Goff, M.D., chief of the Department's Office of Medical Services, appears monthly in STATE. Whether you are serving overseas or at home, you are encouraged to get your questions answered on these pages. Write to the editor, or to Dr. Goff directly. In either case, your privacy will be respected; your post will not be identified. □

Education and Training

Why not a 'West Point' to forge future diplomats?

Author says it would symbolize 'the important place of diplomacy'

Schedule of courses at the Foreign Service Institute

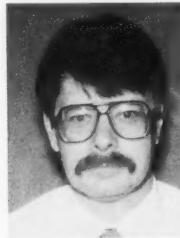
Program	June	July	August	Length
Area studies				
Africa, sub-Sahara (AR 210)	20	—	12	2 weeks
Canada (AR 129)	10	—	—	2 days
East Asia (AR 220)	—	—	12	2 weeks
Latin America (AR 230)	20	—	12	2 weeks
Near East and North Africa (AR 240)	—	—	12	2 weeks
South Asia (AR 260)	—	—	12	2 weeks
Southeast Asia (AR 270)	—	—	12	2 weeks
U.S.S.R./eastern Europe (AR 280)	—	—	12	2 weeks
Western Europe (AR 290)	20	—	12	2 weeks
Language and advanced area courses				
Afrikaans (LAA 100)	—	—	26	23 weeks
Ahmaric (LAC 100)	—	—	26	23/44 weeks
Arabic (modern standard) (LAD 100)	—	—	26	23/44 weeks
Arabic (modern standard) (field school: Tunis) (LAD 950)	—	—	12	44 weeks
Arabic (Egyptian) (LAE 100)	—	—	26	23/44 weeks
Arabic (western) (LQW 100)	—	—	26	23/44 weeks
Bengali (LBN 100)	—	—	26	23/44 weeks
Bulgarian (LBU 100)	—	—	26	23/44 weeks
Burmese (LBY 100)	—	—	26	23/44 weeks
Chinese (Cantonese) (LCC 100)	—	—	26	23/44 weeks
Chinese (standard) (LCM 100)	—	—	26	23/44 weeks
Chinese (standard) (field school: Taipei) (LCM 950)	—	—	12	44 weeks
Czech (LCX 100)	—	—	26	23/44 weeks
Danish (LDA 100)	—	—	26	23 weeks
Dutch/Flemish (LDU 100)	—	—	26	23 weeks
Finnish (LFJ 100)	—	—	26	23/44 weeks
French (LFR 100)	10	8	26	24 weeks
German (LGM 100)	10	—	26	24 weeks
Greek (LGR 100)	—	—	26	23/44 weeks
Hebrew (LHE 100)	—	—	26	23/44 weeks
Hindu (LHJ 100)	—	—	26	23/44 weeks
Hungarian (LHU 100)	—	—	26	23/44 weeks
Icelandic (LJC 100)	—	—	26	23/44 weeks
Indonesian (LJN 200)	—	—	26	23/36 weeks
Italian (LJT 100)	10	—	26	24 weeks
Japanese (LJA 100)	—	—	26	23/44 weeks
Japanese (field school: Yokohama) (LJA 950)	—	—	12	44 weeks
Korean (LKP 100)	—	—	26	23/44 weeks
Korean (field school: Seoul) (LKP 950)	—	—	12	44 weeks
Lao (LLC 100)	—	—	26	23/44 weeks
Malay (LML 100)	—	—	26	23/36 weeks
Nepali/Nepalese (LNE 100)	—	—	26	23/44 weeks
Norwegian (LNR 100)	—	—	26	23 weeks
Persian/Dari (Afghan) (LPG 100)	—	—	26	23/44 weeks
Persian/Farsi (Iranian) (LPF 100)	—	—	26	23/44 weeks
Pilipino/Tagalog (LTA 100)	—	—	26	23/44 weeks
Polish (LPL 100)	—	—	26	23/44 weeks
Portuguese (LPY 100)	10	—	26	24 weeks
Romanian (LRQ 100)	—	—	26	23 weeks
Russian (LRU 100)	—	—	26	23/44 weeks
Russian (advanced) (LRU 101)	—	—	26	23/44 weeks
Serbo-Croatian (LSC 100)	—	—	26	23/44 weeks
Singhalese (LSJ 100)	—	—	26	23/44 weeks
Spanish (LQB 100)	10	8	26	24 weeks

—(Continued on next page)

BY JOHN RAYMOND WALSER

The author, a political officer, is assigned to the Office of Central American Affairs.

SINCE FILLING a liaison/teaching assignment in the department of social science at West Point, 1988-1990, I've reflected on what the State Department might learn from a military academy. I believe we need to think about building a nationally-recognized institution to help both recruit and educate future diplomatic officers.



Mr. Walsler

This idea isn't new. Foreign Service officer George F. Kennan, the historian, and Sovietologist, wrote in 1949: "I ... looked with some favor on the scheme of a special Foreign Service Academy along the lines of West Point and Annapolis ...". He saw an academy as the way to strengthen and professionalize the officer corps in the Department of State.

An American diplomatic academy, he argued, would produce graduates whom he envisioned as disciplined gentlemen of refined and cosmopolitan taste—not unlike Mr. Kennan himself, a Princetonian. The academy would put the American diplomatic corps on an equal footing with its European counterparts. He wanted to move the Foreign Service away from the shoals of the domestic spoils system and American insularity, towards a disciplined meritocracy. "The principle of absolute discipline and obedience would be inviolable," he wrote. An honor code, he felt, would impress students with the fact that "implicit confidence would always be given to their word, and that any abuse of this confidence would not only mean elimination from the career, but would also be a shocking personal disgrace."

Like the cadets and middies, Mr. Kennan's diplomatic trainees would wear uniforms. "I know," he wrote, "of no better way to impress on men's minds that the artificial advantages and protection of home life are no longer operative and that they must reconcile themselves to submission and cooperation in an organization, than by the wearing of a uniform."

Many today would see Mr. Kennan as an elitist, at odds with the modern age and American democracy. Yet this need not negate his idea. It is possible today to assign a high value to a Foreign Service that is diversified, in terms of gender, race, national origin and educational background, and at the same time acknowledge that the architect of our containment policy wanted to endow the world's most powerful democratic nation with a world-class diplomatic service. In the 1990s, a move to create a national institution for diplomacy could serve as a practical symbol of the important place of diplomacy in our national life.

There are features of the service academies that State and others might want to examine: entry on merit, free tuition, comprehensive year-round programs, commissioning and a multiyear service commitment. Graduation from the academy would guarantee entry into our international affairs community, especially for young Americans.

If we developed an academy, we could also review the way we seek personnel, perhaps making the academy a shared institution for officers in international service that would bring together the Central Intelligence Agency, USIA, AID and other agencies.

If agreement could be reached on the concept of an academy, State could explore the most efficient way to integrate an academy into its personnel system. It might be more practical to select an entering class from rising college juniors, on the basis of academic performance, language aptitude and a qualifying examination like the present Foreign Service exam. The leaving degree would equal a master's in public administration or in public policy. An alternative would be a two-year, graduate-level program, similar to that at some European institutions.

The academy's strategic mission would be to develop both knowledge and the skills of leadership. Graduates would expect to enter a profession based on the defense and advancement of the national interest by peaceful means. Unlike the service academies, which focus on engineering, the core curriculum would center upon languages, foreign cultures, economics, negotiations and conflict resolution and management. Some students could elect a regional or functional track, to become Arabists or Asian specialists, while others might concentrate on a function such as intelligence, management or commercial relations.

A diplomatic academy, unlike a mod-

—(Continued on next page)

—(Continued from preceding page)

Program	June	July	August	Length
Swahili/Kishwahili (LSW 100)	—	—	26	23 weeks
Swedish (LSY 100)	—	—	26	23 weeks
Thai (LTH 100)	—	—	26	23/44 weeks
Turkish (LTU 100)	—	—	26	23/44 weeks
Ukrainian (LUK 100)	—	—	26	23/44 weeks
Urdu (LUR 100)	—	—	26	23/44 weeks
Vietnamese (LVS 100)	—	—	26	23/44 weeks
Familiarization and short-term (Fast) courses				
Arabic (Egyptian) (LAE 200)	—	1	26	8 weeks
Arabic (modern) (LAD 200)	—	1	26	8 weeks
Arabic (North African 200)	—	1	26	8 weeks
Bengali (LBN 200)	—	1	26	8 weeks
Bulgarian (LBU 200)	24	—	26	8 weeks
Burmese (LBY 200)	—	1	—	8 weeks
Chinese (LCM 200)	—	1	—	8 weeks
Czech (LCX 200)	—	—	26	8 weeks
Finnish (LFJ 200)	—	1	—	8 weeks
French (LFR 200)	17	—	26	8 weeks
German (LGM 200)	10	—	26	8 weeks
Hebrew (LHE 200)	—	1	—	8 weeks
Hindi/Urdu (LHJ 200)	—	1	26	8 weeks
Hungarian (LHU 200)	24	—	26	8 weeks
Icelandic (LJC 200)	10	—	26	6 weeks
Indonesian (LJC 200)	—	1	26	8 weeks
Italian (LJT 200)	10	—	—	8 weeks
Japanese (LJA 200)	—	1	—	8 weeks
Korean (LKP 200)	—	1	—	8 weeks
Malay (LML 200)	—	1	26	8 weeks
Polish (LPL 220)	24	—	26	8 weeks
Portuguese (LPY 200)	10	—	—	8 weeks
Romanian (LRQ 200)	24	—	26	8 weeks
Russian (LRU 200)	24	—	26	8 weeks
Russian (refresher) (LRU 201)	—	1	—	6 weeks
Serbo-Croatian (LSC 200)	24	—	26	8 weeks
Spanish (LQB 200)	10	—	26	8 weeks
Thai (LTH 200)	—	1	—	8 weeks
Turkish (LTU 200)	—	1	—	8 weeks
Administrative training				
Advanced disbursing officer course (PA 251)	3	—	—	3 weeks
Budget and financial management (PA 211)	24	8	19	27 days
C.F.M.S. training (PA 150 through PA 155)	Classes throughout July and August. Special registration procedures required, contact the course coordinator, 875-5119			
Customer service (PA 143)	20	18	—	2 days
First-time administrative officer's course (PA 242)	—	22	19	2 weeks
General services operations (PA 221)*	3	1	5	12 weeks
	17	8	12	12 weeks
	24	15	—	12 weeks
	—	29	—	12 weeks
	—	1*	—	4 weeks
How F.A.A.S. works at overseas posts (PA 213)	—	24	7	3 days
How to be a contracting officer's representative (PA 130)	Correspondence courses			
How to write a statement of work (PA 134)	Correspondence courses			
Nepa training, domestic operations (PA 129)	17	—	—	1 week
Personnel management training (PA 231)	—	1	26	7 weeks
Vendor claims, voucher examiner workshop (PA 140)	—	15	—	4 days

*The Administrative Training Division is offering an extra four-week course in procurement and contracting, July 1-26. The extra offering is to accommodate many applications from seasoned general services officers and administrative officers aware of changed contracting regulations, and the contracting officer's increased accountability. The course uses a computer program to access the Federal Acquisition Regulations. Apply by sending a completed DS-755 to the registrar, and telephoning Joycene Cole, training program assistant, at 875-5121 to reserve a space.

—(Continued on next page)

EDUCATION AND TRAINING

—(Continued from preceding page)

Program	June	July	August	Length
Consular training				
Consular function intensive (PC 531)	—	1	—	3 weeks
ConGenRosslyn basic consular course (PC 530)	—	Continuous enrollment	—	26 days
Consular orientation program (PC 105)	—	Continuous enrollment	—	6 days
Immigration law and visa operation (PC 102)	—	Correspondence course	—	
Nationality law and consular procedure (PC 103)	—	Correspondence course	—	
Overseas citizens services (PC 104)	—	Correspondence course	—	
Passport examiners (PC 110)	—	Correspondence course	—	
Economic training				
Advanced economic review seminar (PE 501)	—	22	—	2 weeks
Contemporary economics (PE 502)	—	15	—	5 weeks
Country data analysis (PE 504)	—	8	—	2 weeks
Economic tradecraft (PE 124)	10	22	—	2 weeks
	24	—	—	2 weeks
Export promotion (PE 125)	3	8	5	1 week
Lotus for economists (PE 126)	3	—	—	15 hours
Regional resource officer training (PE 103)	—	22	—	2 weeks
Science/technology and American foreign policy (PG 562)	10	—	—	1 week
Executive development				
Deputy chiefs of mission (PT 102)	9	14	4	2.2 weeks
Introduction to management skills (PT 207)	10	—	—	4 days
	24	—	—	4 days
Program directors' management seminar (PT 106)	—	17	—	3 days
Washington tradecraft (PT 203)	—	22	19	2 weeks
Information management training				
Advanced P.C. (PS 114)	—	1	—	2 days
Information systems operation training program (PS 108)	—	8	—	4 weeks
Introduction to Lotus 1-2-3 (PS 118)	27	—	15	2 days
Introduction to the personal computer (PS 111)	24	—	12	3 days
Office management courses				
Advanced word processing (PK 103)	17	8	12	3 days
Advanced W.P. plus (PK 154)	—	15	—	2 days
Better office English (oral) (PK 226)	—	8	—	30 hours
Better office English (written) (PK 225)	3	22	—	40 hours
Civil Service secretarial training for entering personnel (CS-STEP) (PK 104)	—	22	19	2 weeks
Decision-processing (PK 152)	—	12	—	1 day
Drafting correspondence (PK 159)	—	15	—	1 week
Effective speaking and listening skills (PK 240)	—	—	5	15 hours
Employee relations (PK 246)	—	1	—	2 days
	—	—	29	2 days
Foreign Service secretarial training (PK 102)	—	1	—	12 days
Glossary (PK 151)	20	11	15	1 day
Proofreading (PK 143)	—	—	26	2 days
Secretarial statecraft (PK 160)	13	—	—	2 days
Senior secretarial seminar (PK 109)	—	—	14	3 days
Supervisory studies seminar (PK 245)	17	—	19	4 days
Telephone techniques (PK 141)	10	—	9	1 day
Writing effective letters and memos (PK 241)	24	—	—	15 hours
Orientation				
Department officers (PN 105)	—	16	13	2 days
Foreign Service officers (PG 101)	10	—	12	9 weeks
Foreign Service specialists (PN 106)	6	—	—	3 weeks
Designated posts (PN 111)	17	29	19	1 week
Overseas Briefing Center				
Deputy chiefs of mission spouse seminar (MQ 100)	17	22	12	4 days
Documenting mobile experiences (MQ 701)	6	—	—	1 day
Going overseas (families, singles and couples) (MQ 200)	8	20	—	1 day

—(Continued on next page)

—(Continued from preceding page)

ern private or state university, would not interpret diplomacy as a theoretical, neutral or value-free exercise. It would seek to mix the rational sides of international behavior with an enhanced non-theoretical understanding of national interests. Like the military academies, the diplomatic academy would have the mission of equipping graduates for the performance of coordinated tactical, operational and strategic tasks. Objectivity and scholarship would mix in the curriculum with building career and service commitments.

The goal should be diplomats who, in director general Edward J. Perkins' words, have the capacity to work in "a diplomatic environment of maneuver and shifting coalitions" and recognize that "competition for trade and resources could return to its central place in American foreign policy."

The academy could develop a program with both a regular academic year and summer duties similar to those of the military academies. Instead of summer cruises and parachute jumps, aspirants for the Foreign Service could take turns abroad in a variety of jobs ranging from the visa line to language-intensive, Peace Corps-like experiences.

Governance of the program would be entrusted to the Secretary of State. He would set the mission and goals in partnership with others in the foreign affairs community. Congressmen and public-minded individuals might be invited to act as overseers.

The long-range challenge is to build within the framework of our democracy an authoritative, expert and meritocratic corps, comparable to that of military officers, which could strengthen the coherence and direction of future foreign policy. We need to recognize that diplomatic and military force are inescapable, permanently bonded in international relations. The Persian Gulf war showed that the United States needs a skillful combination of military and diplomatic power. We need the military power that enabled us to prevent Saddam Hussein from gaining control of 40% of the world reserves and absorbing Kuwait. We need peace-makers able to build stable peace.

Creating an academy will send a clear signal about the importance Americans attach to international affairs, open opportunities for service to young Americans, especially minorities, and provide a source of training for the different foreign affairs agencies.

More than 200 years after our found-

—(Continued on next page)

—(Continued from preceding page)

Program	June	July	August	Length
Introduction to effective training skills for the Foreign Service spouse (MQ 111)	24	—	—	1 week
Introduction to Foreign Service life (MQ 100)	—	8	—	1 week
Life after the Foreign Service (MQ 600)	—	1	—	4 days
Marketing Foreign Service spouse talents (MQ 702)	7	—	—	1 day
Security overseas seminar (MQ 911)	3	8	5	2 days
	10	15	12	2 days
	17	22	19	2 days
	24	29	26	2 days
Post options for employment and training (MQ 703)	5	—	—	1 day
Understanding regulations, allowances and finances in the Foreign Service context (MQ 104)	—	24	—	3 days
Political training				
Advanced political (PP 502)	—	8	5	3 weeks
Human rights in the foreign policy process (PP 507)	—	29	—	1 day
Human rights reporting (PP 506)	24	3	1	1 day
Labor officer function (PL 103)	—	8	—	8 weeks
Multilateral diplomacy (PP 211)	—	—	12	2 days
Negotiation art and skill (PP 501)	24	—	—	1 week
Political military affairs (PP 505)	—	—	26	1 week
Political tradecraft (PP 202)	10	8	26	3 weeks
Workers, rights reporting (PP 504)	10	8	12	3 days ■

'West Point'

—(Continued from preceding page)

ing, we still need the fullest recognition of diplomacy's importance to U.S. security. In the 18th century, we owed our national existence as much to the Founding Fathers' diplomatic skills as to their strength of arms. We still need the same seriousness and dedication to the national rather than the partisan or bureaucratic interests that was exhibited by Thomas Jefferson or Benjamin Franklin. We can recognize, like the Founding Fathers, the entangling nature of the alliance between diplomacy and power, between peace and war on our small planet. □

6 classes are offered in State's Central Financial Management System

The Foreign Service Institute is offering classes throughout May to employees working in offices that are already linked with the Department's Central Financial Management System. The classes are recommended for those who must use the system but who have not yet had formal training in it.

The institute will provide additional classes in the summer and fall for those whose offices are slated to enter the system on October 1.

Six classes are being offered currently, including a one-day system overview and orientation which is a prerequisite for the five other courses. There is also a two-day miscellaneous obligations course, and persons needing that are being urged to register

too for a third course in requisition documents, which also runs for two days.

The remaining courses are in budget execution (one or one-and-one-half days), financial planning (one day) and travel orders (two days). Also available is a seventh course, in management queries and reports.

Each class begins at 9 a.m. and continues until 4 p.m., though some students may need to stay longer to complete required tests and evaluations. Trainees will receive manuals to take back to their offices. In addition, they will be given special "job aids," quick-reference cards, to facilitate use of the system.

For information, call your bureau training officer or George Morris in the Registrar's Office, (703) 875-7103. On receipt of the training request form, the institute will schedule employees and inform them of the dates they are scheduled. ■

Ask Dr. Goff

—(Continued on Page 17)

long pants, tucking your pant legs into your socks, and your shirt into your pants, when exploring these areas. Also, I recommend insect repellents, such as permethrin, prior to exposure. Wear a hat. Light-colored clothes allow ticks to be spotted more easily. This is especially important because ticks must remain attached to your body for three or four hours to transmit Rocky Mountain spotted fever and about 12 hours for Lyme disease. Also, do a thorough inspection of your body after camping or hiking, to ensure that no ticks are adhered

State's medical lab pleases the pros

The College of American Pathologists has announced it has awarded a two-year accreditation to the laboratory at State's Office of Medical Services, following an on-site inspection. The organization said it praised State for "the excellence of the services being provided."

Its accreditation standards are described as being "equal to or more stringent than the Government's own inspection program." Factors considered include qualifications of the laboratory staff, equipment, facilities, safety and management. □

to your skin. Not all ticks carry the disease, but I urge caution.

Q.

SOUTH AFRICA

Since there has been an outbreak of cholera in my host country, I have been extremely worried about the safety of myself and my family. What is the risk of catching the disease, and how can we avoid it? Do you recommend a vaccine?

A.

Epidemics of cholera result from poor sanitation, with resulting contamination of food and water. But people who take minimal precautions, as I note below, completely avoid the risk. My tropical disease consultant, Dr. Martin S. Wolfe, can't recall a single case in any Foreign Service employee or dependent.

Precautions to take for cholera are the same as for food and waterborne organisms and include the following:

- (1) Boil your drinking water for five minutes or treat it chemically. Avoid ice. (Bottled soft drinks from major manufacturers are safe.)
- (2) Avoid eating uncooked food.
- (3) Peel your fruit before eating it.
- (4) Cook your seafood well, and avoid eating raw or marinated fish like ceviche.
- (5) Avoid food sold in the streets.
- (6) Wash your hands with hot soapy water after you use the toilet and before and after you prepare food.
- (7) Ensure that your household employees, especially cooks and food handlers will follow these precautions.

The World Health Organization and the Centers for Disease Control do not recommend vaccination against the disease. I concur. Let me reassure you: if you follow the above recommendations, you will have virtually no risk of infection. ■

Standards of Conduct



This is the third in a series of excerpts from a pamphlet for employees published recently by the Office of Inspector General—"Standards of Conduct: A Guide to Ethical Conduct for Department of State Employees in the United States and Abroad." Additional excerpts will appear in subsequent issues. "The purpose of this pamphlet is to provide guidance that will assist you in avoiding problems before they arise," the foreword says.

Procurement integrity

You are posted overseas as general services officer, and some of your household effects must be stored at post for a period longer than that authorized by Department of State regulations. The manager of the local company that holds the embassy's contract for shipment and storage of goods offers to keep your household effects in storage beyond the authorized date at no additional cost. Is this appropriate?

Absolutely not. As a procurement official responsible for State Department procurement of property or services, you may not knowingly request or accept any money, gratuity or other item or service of value from a representative of any contractor competing for such a procurement. You are also prohibited from:

- Soliciting or accepting any promise of future employment or business opportunity from, or engaging in any discussion of future employment or business opportunity with, a representative of a firm offering contractual services to the Department of State; or
- Disclosing any proprietary or source selection information regarding procurement decisions to any person other than those authorized by the head of an agency or the contracting officer to receive such information.

In addition, if you have participated substantially in any Department procurement or if you have reviewed and approved the award, modification, or extension of any procurement contract, you are restricted, for a period of two years from the date of your last involvement from:

- Participating in any manner as a representative of a competing contractor in any negotiations leading to the award, modification or extension of a procurement contract; or
- Participating personally and substantially on behalf of the competing contractor in the performance of such a contract. □

Time, attendance, overtime and leave

Your colleague, the office's timekeeper, conscientiously records all leave taken in the office except the timekeeper's own leave. The certifying officer routinely signs the time cards without examining them. What should you do?

You should bring the matter to the attention of the certifying officer. If this fails to correct the situation, you should discuss the problem with the certifying officer's supervisor. If the situation persists, call the [Inspector General] Hotline.

Abuse in the recording of time worked, overtime and leave represents one of the most prevalent frauds against the U.S. Government, resulting in significant loss to the Government each year. It is also one of the easiest to prevent by following established guidelines and procedures for recording and processing time and attendance. These include:

- Approval for leave should be granted by the proper approval official and reported to the designated timekeeper on Form SF-71.
- Paid overtime should be authorized and approved only by designated management officials and, when possible, in advance.
- Under certain provisions, compensatory time off may be granted in lieu of payment for overtime.
- Compensatory time off should be taken as specified by appropriate directives. If compensatory time off cannot be used for reasons outside the control of the employee, overtime compensation may be paid instead.

Timekeepers and certifying officers should also be aware that the Fair Labor Standards Act exempts certain employees from the overtime provisions of the act. □

Allowances

While posted at a danger and hardship post, you leave on a 10-day temporary duty assignment in Geneva, Switzerland. When you receive your payslip, you realize that the administrative section has failed to deduct the danger pay from your salary for the 10-day period that you were out of country. What are your responsibilities under these circumstances?

You should advise the administrative section of the situation. You may not receive danger pay during a period that you are not present at a danger post. You may,

however, continue to receive hardship differential during absences of up to 42 days, provided that the period of absence is not spent in the United States. You should consult your post's administrative staff if you have questions about regulations governing specific circumstances or types of allowances.

Nearly all employees assigned abroad are entitled to allowances of one type or another. It is to your benefit as well as that of the Government that you become familiar with the general requirements and provisions of any allowances that you receive. The knowing collection of U.S. Government funds to which you are not entitled or of funds that are gained through false information is a fraud against the U.S. Government. Even inadvertent receipt of incorrectly paid funds may result in a demand for repayment once the error is realized. You should notify the administrative officer immediately if you are aware of changes in your circumstances that may affect the amount of the allowances to which you are entitled.

Chiefs of mission and other employees receiving or administering allowances should become familiar with the regulations governing the various discretionary funds, such as official residence expenses and representational allowances, for which they have a special responsibility. It is a good idea to discuss these rules with the administrative officer and disbursing officer soon after arrival at post in order to address possible questions and problems regarding appropriate application and documentation. □

Accommodation exchange

You are leaving post and ask the embassy cashier to convert the proceeds from the sale of your car, furniture and appliances into dollars. The cashier refuses unless you provide an itemized list of the items sold and their original value. You claim abridgement of your right to property. Who wins?

You don't. An accommodation exchange is a convenience and a privilege provided at post to assist employees and official visitors in converting dollars to and from the local currency. Conversion of local currency to dollars is most useful to employees who are preparing to depart a post and wish to convert local currency accumulated through the sale of personal possessions, including privately-owned vehicles. To prevent abuse of this privilege and to

—(Continued on Page 24)

Music at State

A singer of show tunes—also a string quartet

Recitals continue in the East Auditorium

BY STEVEN ALAN HONLEY

The author, a Foreign Service officer in the Bureau of African Affairs, is the magazine's regular music reviewer.

EVEN WITHOUT READING the biographical sketches in the program, anyone attending the April 3 recital given by baritone Charles Williams and pianist



Mr. Honley

Howard Breitbart in the East Auditorium could instantly tell they collaborate regularly and successfully.

Throughout their all-too-brief recital, they exemplified the principle of give and take which is so crucial to making music.

Mr. Williams, on the faculty of the Levine School of Music, performs at the Smithsonian, Kennedy Center, and Wolf Trap. Mr. Breitbart performs with Mr. Williams in the Omni-Shoreham Hotel, where he is musical director for the "Mrs. Foggy Bottom and Friends" musical revue.

Appropriately enough, Mr. Williams began with "Welcome" from "Cabaret." Until he warmed up and the duo got used to the room, some of the singer's low notes were covered by the piano, but this was soon remedied. Mr. Williams cleverly "localized" the lyrics (inviting the audience to "leave their offices" to come to the show, for example), earning the first of many laughs. In the middle of his medley, the singer segued into "The Entertainer." I hadn't been aware that there were lyrics to this most famous of "rags," but they fit surprisingly well.

Over Mr. Breitbart's musical bridge, Mr. Williams told us how he got his start in "the land of Cleve," where he claimed credit for inventing nontraditional casting: his role in "Finian's Rainbow" made him the first black leprechaun in history! He then effectively conveyed the sardonic yet heartfelt mood of "When I'm Not Near You" from that show, in which the singer bemoans his inability to stay faithful to the one he loves.

Next came the ballad "Nature Boy," popularized by Nat King Cole. In the middle of the song, Mr. Williams graciously walked to the side of the stage and gave his



Charles Williams, with Howard Breitbart at the piano. (State Department photo by Shawn Moore)

accompanist the spotlight for a verse, before returning to finish the song with a tender pianissimo.

"Mack The Knife" from "The Threepenny Opera," sung quite dramatically in the original German, proved that Mr. Williams could make even a well-known number sound fresh; his sharp concluding gesture of pulling a knife across his throat also reminded the audience that, for all its jazziness, the song is really more menacing than entertaining.

The performers returned to American musical theater for their concluding selections. Mr. Williams revealed both the sophistication and the emotional depth of two Cole Porter songs, "From This Moment On" and "I Love You." He concluded with a robust "I Got Plenty of Nothing" from "Porgy and Bess" (the show which marked Mr. Williams' Metropolitan Opera debut in 1985 as Sportin' Life), during which the singer came out into the audience. It was a delightful end to an energetic, varied recital. □

* * *

ON FEBRUARY 20, the Georgetown University String Quartet presented a lunchtime program of works by Haydn, Bach and Mozart in the East Auditorium. The group—Valerie Josenhans, first violin; Ken Abbe, second violin; Rita Sharma, viola; and Meg Francis, cello—performs on campus and throughout the Washington area.

They led off their recital with the Allegro Moderato movement from Haydn's String Quartet in G Major, Opus 77, No. 1. This proved to be a wise choice, since it showed off the group's strengths: tight ensemble, steady tempos and cantabile lines. The players traded several motifs among themselves, the most noteworthy of which was a sequence of repeated chords, over which the first violin (and, less often, other parts) gracefully glided. The frequent harmonic modulations were not always as smooth as they could have been, and the unseasonably warm, muggy weather played havoc with the strings' tuning, but the players gave a good enough account of the movement that I would like to hear them tackle the rest of the quartet.

Next came the first two movements of Bach's Double Violin Concerto in D Minor.



The Georgetown String Quartet in the East Auditorium.

here arranged for string quartet (by an uncredited individual). Since I have always wondered what Bach would have produced had that compositional medium been available to him, I looked forward to hearing an arrangement of one of my favorite concertos.

Unfortunately, even though the performers clearly were inspired by Bach's counterpoint, the reduction of forces from an orchestra to a quartet left too large a void to fill. (The absence of a harpsichord was particularly keenly felt.) That said, both violinists showed exemplary sensitivity to each other's phrasing, particularly in the *largo ma no tanto*. In addition, the second violin deserves special praise for playing virtually nonstop throughout both movements. Paradoxically, even though the viola and cello players had less glamorous material, as the orchestral underpinning for the violins, they did not make as much of it as they could have.

The performers concluded with Mozart's Divertimento No. 1 in D Major, K. 136, which was the most polished of the afternoon's selections (apart from a few slips in the Andante movement, from which they quickly recovered). Both the opening Allegro and the closing Presto were full of energy and rhythmic drive; the Fugato section of the finale was especially praiseworthy.

Overall, the quartet presented an ambitious program that had many fine moments. They have the potential to become impressive chamber musicians. ■

Standards of conduct

—(Continued from Page 22)

discourage attempts to profit from the sale of personal property, the chief of mission may establish strict but reasonable controls including limits on the amount of local currency that may be exchanged for dollars.

In the past, some employees took

advantage of favorable exchange rates and local demand for consumer products by importing goods and equipment over and above their personal needs and making profits through resale on the local market at the time of departure. Likewise, some employees imported vehicles into the host country for resale at a profit. Recent legislation prohibits employees from profiting personally from the sale of their possessions in the country of assignment. □

Tandems

—(Continued from Page 5)

have any real time with them before they follow the traditional American pattern of flying a few thousand miles from the nest. My youngest is 13 and rapidly growing away into her world. I consider it a rare luxury to be able to drive her to band practice three times a week, to pick her up in bad weather and to be just there when she needs me. It isn't all the things we do that make a difference; it's being able to relax and do things spontaneously—without needing six reschedulings—that makes such a difference in our family life.

I've discovered that things are really different outside the Beltway, and few people know or care about State or the Foreign Service. On one trip, I thought State really rated; I was able to arrange a meeting with the president of the American Technology Managers Association on one day's notice just by mentioning I was from the Department of State. But it was a bit of a comedown to find out that he rolled out the red carpet only because he thought I was from the California State Department of Education (a really important agency).

I've participated in endless association meetings and seminars and found out that people are totally amazed that we at State have any interest in technology transfer or competitiveness. The key technology players I've met all are of the view that all they want from Washington is less government. I've also had an interesting time explaining the Cox fellowship. It's a unique, worthwhile concept, but one that most of my contacts have never heard of. So I do a fair amount of informal public affairs work for the foundation, just so people will take me seriously.

I'm wrapping up a project on science attachés—ours and in the foreign ministries of other countries. I've spoken with dozens of foreign attachés in Washington. The Bureau of Oceans, International Environmental and Scientific Affairs has helped me convince them that I'm legitimate, not a front for any intelligence agency, not seek-

ing sensitive information. This has given me a chance to learn how our trading partners are meeting their foreign affairs/science needs and how they've defined the role of science attachés. I now have a full range of models—from fully-separate science and technology operators (barely tied to their embassies) to fully-integrated diplomats with science attaché duties. I hope my monograph will be useful fuel for our ongoing debate on what we want out of our own attachés.

I've also had a chance to come to understand the computer/telecommunications revolution by being a real participant. David thinks I'm just gadget-crazy. But what gadgets, what software, what equipment! I've learned new skills and new tools, and they make a difference.

Like David, I'm glad to have the time to give something back to the Foreign Service. The hardest work I ever did was my five weeks on a promotion panel last year. Even better, I've had a chance to write about it. (STATE, April). I've had time to be more active in the American Foreign Service Association; to recruit, both generally and science officers, for the Foreign Service; and to speak to various groups on how their tax dollars are being usefully spent.

The best questions were inspired by a display I set up at the last American Chemical Society meeting. Half of my callers thought I was with the Central Intelligence Agency. A fair number of others were amazed that the foreign policy process, which they associate with heads-of-state White House dinners, actually has use for people with technological skills. Others wanted to know which "state" was looking for scientists.

Even if I'm not done with my year, I can already say it's been great. I've had the time and opportunity to look at my own society, my own field and my work in a new way. There is no way to put a value on time (time to think, time to spend with family, time to follow my own interests). I can only be grateful that I've had this unique opportunity.

I'm surprised that half the Foreign Service doesn't apply each year. The Cox fellowship provides a once-in-a-lifetime opportunity to take a mental health break, to extend your skills and generally to enrich your life. This self-enhancement can result in career enhancement as well.

It's an honor to receive the fellowship, and I remain grateful to the late Mrs. Una Chapman Cox for seeing Foreign Service officers as people with personal lives, and for recognizing what we need most in a sabbatical. ■

Personnel: Foreign Service

Appointments

Allegra, Theodore, Pre-Assignment Training
Almerino, Leslie A., Kinshasa
Ames, Marjorie Ann, Pre-Assignment Training
Artmont, Jeanine Michael, Nairobi
Barna, William Julius, Specialist Intake
Barrass, Deborah Jean, Pre-Assignment Training
Barrow, Jeanine A., Kinshasa
Barry, Ginette M., Kinshasa
Bell, Richard K., Calcutta
Benson, Janet L., Mexico City
Bernlohr, E. Deborah, Brazzaville
Berry, Judy D., Dakar
Blaha, Charles Oden, Pre-Assignment Training
Bondy, Steven Craig, Pre-Assignment Training
Bryant, James Paul, Port-of-Spain
Burns, Patricia B., Kinshasa
Campolongo, Peter P., Harare
Carmody, Judy E., Mexico City
Castleton, Xandra Maria, Abidjan
Christy, Rebecca S., Kuala Lumpur
Clark, Chloe Ann, Harare
Cole, Orville L., Information Management Programs
Coll, Sara J., Kathmandu
Cooper, Viola A., Bureau of Personnel
Corcoran, Renata, Milan
Coronado, Jesse I., Pre-Assignment Training
Crane, John H., San Jose
Crawford, Sara V., European Affairs, Post Management
Derderian, Jill, Pre-Assignment Training
Dhillon, Pushpinder Singh, Pre-Assignment Training
Eichblatt, Linda L., Tel Aviv
Eno, Linda Susan, Specialist Intake
Esquivel, Jaime, Specialist Intake
Flood, Sharon M., Paris
Gaydos Jr., George D., Pre-Assignment Training
Godard, Justin Ross, Managua
Goldberg, Robert, Hong Kong
Grainger, Charles R., Information Management Programs
Harris, Bradford L., Helsinki
Hart, Paula J., Accra
Harwell, Cherisa K., Rio de Janeiro
Heavey, Deborah Ann, Brasilia
Hegenbarth, Holly Marie, Specialist Intake
Hirn, Clyde M., Information Management Programs
Hooks, Renee S., Brussels
Horn, William S., Information Management Programs
Hovey, David Miles, Specialist

Intake
Hugins, Mary Jana, Cape Town
Isachsen, Melinda Paczak, Specialist Intake
Johnson, Roger William, Specialist Intake
Johnson, Solveig C., Warsaw
Kemp, Nikki Carlo, Moscow
Klekas, Ann E., Athens
Langston, Ellen C., Specialist Intake
Lockwood, Elizabeth Mary, Harare
Lombard, John P., Pre-Assignment Training
Lumley, Rebecca L., Mexico City
Lutter, John Edward, Buenos Aires
Mains, Melinda P., Specialist Intake
Matlock, Barbara S., Stuttgart
McCourt, Doris M., Eastern European Affairs
McAllister, Paul David, New Delhi
McMackle, Bruce Ivan, Brussels
Miller, Teresa M., Brussels
Mitchell, Marsha A., Madrid
Myers, Sue Ann, Belgrade
Nakpil, Victoria L., Tunis
Noble, Aline Johnson, San Jose
O'Dell, Marclan Lee, Abidjan
Obilana, Kathryn Ann, Lagos
Petrie, Ronald C., Ndjamena
Prouty, Gordon, Pre-Assignment Training
Ray, Lori Beth, Brasilia
Regensburger, Annabelle T., Jakarta
Reid, Susan J., Libreville
Reitz, Charles Clark, Specialist Intake
Resnick, Thayne F., Kinshasa
Rikard, Veronica A., Kigali
Rikard, Peggy A., Lilongwe
Robinson, Diana Sue, Mexico City
Rollins, Kathryn D., Rangoon
Roper, Bonita, Oslo
Sagadraca, Aleta M., Kinshasa
Sainati, Marco N., Pre-Assignment Training
Santiago-Bunch, Providenci, Nassau
Sanz De Santamaria, Marie, Amsterdam
Schlaikjer, Stephen A., Beijing
Schroeder, Leah Webb, Munich
Sipes, Jacqueline S., Canberra
Speed, Elizabeth Caskie, Lilongwe
Tabb, Alexander C., Pre-Assignment Training
Tabor, Kimetha S., Algiers
Thrasher, Betty L., Jakarta
Trivisani, Francesca, Johannesburg
Urbanczyk, Mary Lee, Moscow
Vincent, Zulal, Lusaka
Waldo, Jeffrey Scott, Dakar
Walton, Michael Ralph, Specialist

Intake
White, A.J., Moscow
Whiteford, Ruth A., Vienna
Williamson, Bonnie W., Abidjan
Wong, Assumta Boon-Lan, Shenyang
Wong, Kam Ting, Tunis

Transfers

Abbott, Jan D., Diplomatic Security to Brussels
Ahern, Brian James, Algeria to Bureau of Personnel
Algire, Wayne W., Diplomatic Security, Security Technology to Diplomatic Security Emergency Plans and Exercises
Aroian, Lois A., Damascus to Beirut
Bargerone Jr., John H., Egypt to Near Eastern and South Asian Affairs
Barrett, Christopher B., Information Management Programs to Ottawa
Bass II, John R., Chad to Antwerp
Baum, Harold C.M., Bureau of Public Affairs to Panama
Baynes, Virginia J., Philippines to East Asian and Pacific Affairs
Betso, Philip Robert, Diplomatic Security, New York Field Office to Tegucigalpa
Betts Jr., Lucelous, Martinique to Information Management Programs
Blackmon, Joyce C., Sweden to Cairo
Brown, Raymond Lewis, Oceans Affairs to Bridgetown
Browning, Steven Alan, Colombo to African Affairs
Brzozowski, Clifford E., Hungary to Santiago
Burchett, Knox R., Office of Foreign Buildings, Construction Management to Caracas
Cairo, Frank D., Diplomatic Security to Rome
Chapman, Gregory D., China to Vientiane
Charlton, Warren H., Khartoum to Diplomatic Security, Washington Field Office
Chesteen, Charles N., Bureau of Personnel to Information Management Programs
Chesteen, Charles N., Germany to Bureau of Personnel
Chetham, Deirdre K., Beijing to Berlin
Christensen, Karen Lise, Warsaw to Refugee Programs
Cloud Jr., John Albert, Eastern European Affairs to Foreign Service Institute, Language Training
Colin, Thomas J., Diplomatic Security to Santiago
Crum, Patricia Ann, Information Management Programs to African Affairs, Economic Policy Staff
Cunningham, Candis L., International Narcotics Matters to Panama
Currie, Joyce Edith, Bureau of Personnel to Abidjan
Dicarlo, John S., Iraq to Diplomatic Security, San Francisco Field Office
Dieffenderfer, Elizabeth J., France to Rome
Dixon, Timothy J., Diplomatic Security to Office of the Under Secretary for Management
Doig, Marvin T., Diplomatic Security, Physical Security Programs to Diplomatic Security, Miami Regional Center
Dombi, Harry Joseph, Specialist Intake to Istanbul
Dunford, Jeffrey L., Foreign Service Institute, Language Training to European Affairs
Egholm, Kimberly K., Central African Republic to Kingston
Eklund, Jon E., Specialist Intake to Khartoum
Elliott, Carlyn J., Zaire to Bureau of Personnel
Ensmann, Marion, Malta to Kuala Lumpur
Farquar, Timothy Scott, Bureau of Diplomatic Security, San Diego Resident Office, to Brasilia
Ferguson, Earl A., Inter-American Affairs to Lima
Fitzpatrick, Shaun F., Barbados to Inter-American Affairs
Ford, John Seabury, European Affairs to Near Eastern and South Asian Affairs
Friday, Shelby G., Saudi Arabia to St. Georges
Galanos Jr., Leon G., Cairo to Bogota
Garcia, Carlos, Mexico to Inter-American Affairs
Graham, Patrick O., Specialist Intake to Bonn
Grossman, Jeffrey L., Japan to East Asian and Pacific Affairs
Heller, Patricia, Kuwait to Wellington
Holmes, Alice J., London to Lima
Holtzman, Daniel L., Haiti to Inter-American Affairs
Houtz, Christopher J., Burundi to Information Management Programs
Hylton, William D., Pakistan to Information Management Programs

PERSONNEL: FOREIGN SERVICE

Jones, Arthur Webb, Tunis to Diplomatic Security, Chicago Field Office

Jornlin, Philip E., Philippines to London

Kandra, Robert A., Iraq to Near Eastern and South Asian Affairs

Kanne, April Samara, Pre-Assignment Training to Port Louis

Kaufmann, John Henry, Hong Kong to Diplomatic Security

Kehoe, Audrey H., East Asian and Pacific Affairs to Cebu

Kelly, Douglas G., India to Guangzhou

Kepler Jr., William Edmund, Office of the Deputy Secretary, Economic Summit to Geneva Arms Negotiations

Kilday, Lowell C., Bureau of Personnel to Politico-Military Affairs

Kobylanski, Alan R., Thailand to Diplomatic Security, New York Field Office

Lantz, Rush D., Information Management Programs to Riyadh

Larson, William K., Diplomatic Security to Office of Foreign Buildings

Lee, Gary E., African Affairs to Foreign Service Institute

Love, Robert L., Baghdad to Berlin

Macomber, David, Saudi Arabia to Information Management Programs

Mann, Richard S., Geneva to Palermo

Manning, Mark S., Somalia to African Affairs

Manzi, Teresa Louise, Pre-Assignment Training to Manila

May, Wayne E., Colombia to Niamey

McDermott, Margaret M., Belgium to Kingston

McElveen, James K., European Affairs to Moscow

McKeever, Matthew, Jamaica to Paris

Miller, Walter M.K., Diplomatic Security to Frankfurt

Min, Phillip A., Pakistan to Bogota

Mohanco, John, Intelligence and Research to Politico-Military Affairs

Monday, Michael A., Cyprus to Beirut

Morrissey, Ellen, Senegal to Office of Chief Financial Officer

Nemeth, Thomas, Near Eastern and South Asian Affairs to Jeddah

Newkirk, Mary B., Tel Aviv to Near Eastern and South Asian Affairs

Park, Deborah Perrie, Intelligence and Research to Foreign Service Institute, Language Training

Parkin Jr., Ernest J., Malta to London

Parrish, James Randall, Information Management Programs to Bonn

Payne, Elman C., Somalia to African Affairs

Peters, Betsy Ross, Israel to Cotonou

Phillips, James A., Nairobi to Politico-Military Affairs

Phillips, Marjorie Ruth, Dominican Republic to Intelligence and Research, Current Intelligence Staff

Rabasa, Angel M., Italy to Politico-Military Affairs

Romotowski, Edward James, Colombia to Operations Center

Randall, Christopher J., Mexico to London

Rasari, Nancy Moore, France to Nairobi

Richter, Lawrence G., Papua New Guinea to Kigali

Rigby, Richard F., Monrovia to Budapest

Rinker, Michael Joseph, Seychelles to Prague

Roberts, David L., Diplomatic Security to Office of Foreign Buildings

Robison, Richard P., Jordan to Near Eastern and South Asian Affairs

Russell, Layton Ross, Bureau of Personnel to Citizens Emergency Center

Ryan, Mary A., Bureau of Personnel to Near Eastern and South Asian Affairs

Sampas, Dorothy M., East Asian and Pacific Affairs to Office of Administrative Affairs, New York

Schall, Mark D., Germany to Abu Dhabi

Schlosser, John K., Inter-American Affairs to Paramaribo

Shaw, Scott R., Italy to International Organization Affairs, Host Country Relations

Shearer, Edward M., Bucharest to The Hague

Sheely, Alan L., Bolivia to Bureau of Personnel

Sikes, Joseph T., Office of Foreign Buildings, Program Execution to Office of Foreign Buildings, Acquisitions and

Planning

Smith Jr., Charles B., Intelligence and Research to Sao Paulo

Soriano, James V., Foreign Service Institute to Baghdad

Stanton, Karen Clark, China to East Asian and Pacific Affairs

Stavrou, George C., Jordan to Near Eastern and South Asian Affairs

Swinehart, Keith A., Diplomatic Security, Secretary's Detail to Diplomatic Security, Washington Field Office

Tait, Benjamin P., Greece to Bureau of Personnel

Trogdon, Alan K., Diplomatic Security, Los Angeles Field Office to Frankfurt

Tua, Benjamin, Nuclear Risk Reduction Center to Brasilia

Tucker, Susie J., Baghdad to Near Eastern and South Asian Affairs

Tucker, Susie J., Near Eastern and South Asian Affairs to Visa Services

Turner, Linda C., Algeria to Warsaw

Van Laanen, Peter G., Diplomatic Security to Monrovia

Wallack, Matthew D., Madrid to Singapore

Way, David L., Zaire to Information Management Programs

Weber, Daniel J., Diplomatic Security, Los Angeles Field Office to Frankfurt

Wecker, John Andrew, Pre-Assignment Training to Kingston

Wetlesen, Gloria B., Grenada to Copenhagen

Wills, David E., Zaire to Inter-American Affairs, Regional Center, Miami, Fla.

Witmer, Vance R., Khartoum to Addis Ababa

Resignations

Allen, Linda Jean, Damascus

Babb, Teresa Renee, Bern

Bassett, Robert Mortimer, Moscow

Belt, Elizabeth, San Jose

Bullock, Sandra L., Freetown

Carlson, Van Hunter, Information Management Programs

Chesson, Susan Joseph, Halifax

Chritton, Jody Hull, Belgrade

Cockrum, Diane K., New Delhi

De Voto, J. Lawrence, Canberra

Ditchkus, Wendy Sue, New Delhi

Green, Gloria W., Bonn

Hitchcock, Peggy G., Sofia

Horsham, Carl E., Moscow

Kane, Eva K., Ankara

Knickrehm, Patricia L., Rabat

La Turner, Nancy L., Vienna

Lawson, Anna M., Moscow

Linderer, Dinh Thi, Kinshasa

Longpre, Olivia Lynne, Near Eastern and South Asian Affairs

Macisso, Michael Patrick, Brussels

Mains, Melinda P., Paris

Mason, Kay B., Port Moresby

McCollum, Colleen Denise, Nato Mission/Brussels

Merten, Susan G., Bonn

Middleton, Tuula M., Helsinki

Murphy, Peter Gerard, Diplomatic Security, New York Field Office

Nicholas, Susan B., Maseru

Owens, Jane E., Suva

Paolini, Diane Carol, Frankfurt

Poe, Sharon L., London

Price, Michele S., Sofia

Randall, Margaret U. Kurtz, Mexico City

Reed, Sandra Dee, Bonn

Roberts, Alison Catherine, Bonn

Sanchez, Ruben, Buenos Aires

Schultz, Mary P., Paris

Schwartz, Edward G., Cairo

Smith, Douglas L., Cotonou

Steele, Naiyana Y., Vientiane

Stites, Yu-Jen Alison, Guangzhou

Taecker, Barbara M., Riyadh

Taylor, D. Marie, Muscat

Valdez, Betti E., Santo Domingo

Wall, Carol C., Freetown

Retirements

Brinson, Samuel K., Korea

Glines, Howard T., Bangkok

Hagemann, Charles E., Lagos

Hecht, Dorothy Jean, San Salvador

Mason, Dwight N., Office of Environmental Protection

Meloni, Mary, Beijing

Witt, John E., Hong Kong □

Foreign Service nominations

FOR APPOINTMENT as officers of Class 2, consular officers and secretaries:

Raymond R. Baca
Raphael A. Mirabal

FOR APPOINTMENT as officers of Class 3, consular officers and secretaries:

Ingrid Mall Kollist
Roberto Powers

FOR APPOINTMENT as officers of Class 4, consular officers and secretaries:

Pamela S. Bellamy
Michael R. Bosshart
David Edward Brown
Laurent D. Charbonnet

Daniel Patrick Claffey
Jonathan Raphael Cohen
Maryruth Coleman
Jeannette E. Davis
Dorothy Anne Delahanty
Mark David Dembro
David Anthony Denny
Dharamchand Depoo
Michael James Dodman
Elizabeth Ann Ewing
Francisco Javier Fernandez
Mark Andre Goodfriend
Donald Lee Heflin
Mark Jay Herzberg
Mary Ellen Hickey
James Layton Huskey
Barbara L. Jones
Kim White Kambourian
Douglas G. Kelly
Nan Terese Kennelly
Thomas Harold Lloyd
Naomi Emerson Lyew
Lauren I. May
William Robert Meara
Roderick W. Moore
Linda Howard Muncy
Michael Frederic O'Connor
Andrew J. Quinn
David Thomas Rockey
Alvin David Rutledge
Deborah Jane Seligsohn
Diane W. Shelby
Carol Jean Smetana
Carol L. Stricker
Donald Gene Teitelbaum
James Lafayette Traweek
William A. Weech
Janice Gail Weiner

MEMBERS of the Foreign Service to be consular officers and/or secretaries:

Consular officers and secretaries
John K. Allen
Katrina J. Barlow
Sheila A. Belew
Beverly J. Berg

Gerald G. Blythe
Andrew Norbu Bowen
Elizabeth D. Brazill
David S. Bridges
Margaret Sharps Caton
Sandra Chaney
Todd Crawford Chapman
Andrew D. Craft
Ola Criss
Greggory D. Crouch
John William Crowley
Thomas P. Darcy
Elizabeth W. Davis
Kathryn Doan
Stephen Andrew Dodson
Brian Peter Doherty
Thomas J. Dougherty
Jeffrey M. Egan
Michelle D. English
Robert A. Enriquez
Lisa Catherine Errion
Haskell A. Erwin
Martha Elizabeth Estell
Charles S. Faddis
Kathleen Farrell
Annette P. Feeley
Tara Feret
Yngve Charles Flinta
Megan Marie Gaal
Michael G. Gable
James Hugh Gedgegan
Geoffrey N. Giles
Margaret F. Gourlay
Anne E. Grimes
Jane Crinwis
Matthew Sean Gunning
Gregory Scott Hain
Carol Stevenson Harlow
Julia Hassenmiller
Tyrone L. Hayden, Jr.
Peter A. Hayes
Lisa L. Helling
Julianne Johnson
Chris H. Jones
April Samara Kanne
John J. Kearns
Gurubhai Singh Khalsa

Beirut reunion

Alumni of the American Community School in Beirut are holding their triennial reunion for all classes at the Seattle Sheraton, July 4-7. Telephone (206) 883-6197 for information. □

John J. Kiefer
Robert A. King
Marc Daniel Koehler
Samuel C. Laeuchli
Peter B. LaMontagne
Gregory B. Lane
Dale Largent
David Lawrence
Sae-hoon Lee
Sharon D. Locraft
Michael T. Maness
Gerald L. Mason
Matthew C. Mason
Elliott D. McCarty
Marisa McGettigan
Margaret B. McKean
Timothy Michael McNamara
William R. Moore
Mary T. Mumley
Lynn Elizabeth Munn
Edgar Myers
Jonathan Eric Owen Nussbaum
Barbara A. Perreault
Cameron Dean Pforr
J. Andrew Plowman
Richard D. Polka
Jeffery W. Porter
Terence E. Pray
James Robert Putt
Jana M. Rakusan
Tomas Rakusan
Joseph Thomas Ratchford
Michael Alan Ratney
Joseph M. Ripley
Morris William Roberts
John Robert Rodgers
Scott Laird Rolston
Danny B. Root

Barry C. Rosentahl
Lloyd D. Salvetti
Jon A. G. Sather
Kathryn M. Schalow
Julie Lyn Schechter
Michael H. Schoelwer
John T. Schweich
James Patrick SeEVERS
James Wesley Seward
Alonzo Sibert
Lynn M. Scade
Rodney Smith
Julie Lynn Spratt
Gina E. Sullivan
John C. Sullivan
Michael Sullivan
Rebecca L. Taggart
Liliane Taskin
Herbert A. Thomas, Jr.,
Wilma Y. Tury
Rudolph Valois
Kevin M. Walsh
John Andrew Wecker
David J. Whiddon
Eric Paul Whitaker
Katherine Leslie Wood
Jean Vander Woude
Georgia Tyiska Wright
Steven A. Young
Diane R. Zeleny
Stuart A. Zimmer Jr.

Consular officers

Gary B. Pergl
Louis Santamaria
Patrick O. Santillo
Daniel J. Young

Secretaries

Robert Edward Jacobson Jr.
John Edgar Peters
Dale Tasharski

FOR PROMOTION into the Senior Foreign Service, effective November 6, 1988, class of counselor:
Timothy C. Brown ■



FOREIGN SERVICE INSTITUTE—February graduates of the information systems training class, left to right: Charles Shuster, Dublin; Donald Leidel (dean);

Damon Lee; Warren Littrel; David Woolf, director, training; Kay Gotoh, Lisbon; David Miller, Paris; Robert Olson, Johannesburg; Leon Galanos, Bogota; Kibby Stoll; Elizabeth

McGaffey, Lima; Roger Snider, Port-au-Prince; Russel Himmelsbach; Mark Wheatley, chairman, training division.

Post of the Month: Antananarivo

THIS AFRICAN POST is near the center of Madagascar, the large oblong island in the Indian Ocean off the coast of Africa. U.S. Foreign Service people there are featured as part of STATE's continuing series.



View of Lake Anosy in Antananarivo.



Regional security officer *Peter Caton* on Lake Mantasoa. In front is *Stefan Kazacos*, son of economic/commercial officer *Stacey Kazacos*.

The railway station in Antananarivo.



Lemurs in Ranomafana National Park.



Ken Johnson and his lemur friends.



Personnel assistant *Viviane Rakotomavo-Ramanitra* and AID general services assistant *Ony Razafindratovo*, right.

The queen's palace in Antananarivo.



Daniel Schuman, public affairs officer.



The Friday "Zoma" market.



Fulbright researcher *Lon Kightlinger*, public affairs officer *Marrie Schaefer* and journalists, viewing school project financed by AID in village near Ranomafana National Park.



Visiting doctors from the Indiana National Guard provide health care to a local patient.

Reception at the ambassador's residence.



On rock-climbing expedition, from left: protocol secretary *Malala Razaka*, *Bill Lloyd*, consul *Nick Banks*, environmental officer *C.J. Rushin-Bell*.



In public affairs office: *Marrie Schaefer*, *Roland Razafintsalama* and his assistant, *Lanto*. ■

Personnel: Civil Service

Promotions

GG-8

Fulton, Billie Ann, International Organization Affairs, Political Affairs

GG-9

Ocal, Nilgun B., Foreign Service Institute, Asian and African Languages

GG-11

Dahiyat, Siham, Foreign Service Institute, Asian and African Languages

Elgibali, Mahmoud, Foreign Service Institute, Asian and African Languages

Fogel, Miyuki, Foreign Service Institute, Asian and African Languages

Mokhtar, Nadia, Foreign Service Institute, Asian and African Languages

Nanto, Masako K., Foreign Service Institute, Asian and African Languages

GM-13

Berry, Belinda Ann, San Francisco Passport Agency

Matthiesen, Kenneth B., Executive Secretariat, Systems Management

GM-14

Franklin, Carolyn A., Diplomatic Security

Jacobson, Roberta Ann, Inter-American Affairs, Office of Assistant Secretary

Levy, Richard, Politico-Military Affairs

Meenan, John G., Office of Inspector General

Palmer-Royston, Sharon E., Consular Affairs, Citizenship Appeals

Thomas, Bradford L., Intelligence and Research, Office of the Geographer

GM-15

Feldmann, John R., Information Management Programs

Lutz, Colleen Ann, Bureau of Public Affairs, Office of Public Communications

McLaughlin, John A., Air Wing Branch, International Narcotics Matters

Moody, Kathleen, Bureau of African Affairs, Office of Regional Affairs

Reilly, Daniel Raymond, Office of Inspector General

GS-3

Lee, Bang Ja., Seattle Passport Agency

Middleton, Tracie, Diplomatic Security, Washington Field

Office

GS-4

Gunter, Fannie L., New Orleans Passport Agency

Mullican, Christina L., Diplomatic Security, Management Systems

Face, Gloria J., Los Angeles Passport Agency

Peters, Vanessa, New Orleans Passport Agency

White, Nicole, Diplomatic Security, New York Field Office

GS-5

Gray, Darryl Romont, Consular Affairs, Communications and Records Section

Henderson, Michael A., Executive Secretariat, Combined Message Center

Kates, Vicki C., New Orleans

Richard Peppe: 'professional' Reservist

RICHARD PEPPE is a systems analyst at State who in recent years has been deployed to several world trouble spots.

He's been in the Persian Gulf since January.

In 1989 he was called to duty during the invasion of Panama.

And before that he helped maintain law and order in the Virgin Islands in the wake of Hurricane Hugo.

A captain in the 372nd Military Police Battalion, he has had three assignments in the Gulf. First, he escorted captured Iraqis to American prisoner-of-war camps. Then he rounded up abandoned vehicles and delivered them to U.S. camps in Saudi Arabia and Kuwait. Now he's inspecting the baggage and equipment of U.S. soldiers heading home, making sure they're free of illegal war trophies like captured weapons.

Mr. Peppe met his wife, the former Margaret Gross, while both worked in the same office at State. He develops software for the Foreign Affairs Information System, which links several bureaus with overseas posts, while she serves as quality control manager for the program. Both work for the Bureau of Diplomatic Security's Office of Systems Planning and Development.

"Dick has some very firm ideas about software, and we bucked heads for awhile," Ms. Peppe says. "We didn't really like each other at first."

But perceptions in the office were different. When both coincidentally took annual leave at the same time last July, this prompted an office rumor (false) that they were vacationing together.

"We were annoyed at first when we heard this," Ms. Peppe says. "But then we started thinking that maybe the other wasn't so bad after all, and we started dating."

They were visiting Mr. Peppe's cousins in Connecticut after the Christmas holidays when they received word he was to report to duty in the Gulf the following week.

"We had a wedding date set and were in the middle of preparations," Ms. Peppe says, "but after Dick got the call, we were married by a justice of the peace in Connecticut on New Year's Day."

Although they have been able to talk only once a month since, Ms. Peppe says she's received over 100 letters from him. "Dick's looking forward to simple things when he comes back—enjoying a good cup of coffee or some home-cooked meals, instead of M.R.E.s (meals ready to eat)," she says. "He's also anxious to get back to what he calls his 'real work'—fixing computer programs at State."

No date has been set for Mr. Peppe's return, but the couple plans a formal wedding in November, followed by a honeymoon in the Cayman Islands.

—BARBARA QUIRK □



The Peppes

Michelle Long: the State songstress

MICHELLE LONG, a personnel management specialist in the Office of Employee Relations, is also an aspiring singer who has performed at New York's Apollo Theater—the theater that served as a launching pad for Ella Fitzgerald and Sarah Vaughan. Ms. Long appeared on the Apollo "Amateur Night" in February after winning "The Road to Stardom" competition at Howard University late last year.

She says of the experience: "You hear your name called and your heart starts to race. That audience will boo if they don't like your costume—before you've even sung a note. But I told myself: 'Get out there and sparkle—just do it.' It was one of the scariest moments of my life, but also one of the most exhilarating."

She placed No. 2 in the amateur event. Then she was invited back for two more appearances in March. At least one of the performances is expected to air later this summer on cable TV's "Live at the Apollo." And next December, she'll compete again in the Apollo amateur event with the top performers of the year.

Ms. Long, who calls herself a shy person, has sung occasionally at night clubs and churches in Washington for about 15 years. She got her start, she says, "from my dad, who was a singer and trumpet player at the Savoy in New York. He made some records and I listened to them over and over. Shirley Horn, who's a jazz pianist in Washington and a friend of my parents, was also a big influence. She would push me and say: 'Sing, sing!'"

It was last July when she received a break, while performing in a singing booth at a Washington food convention. "I was doing 'One Moment in Time,'" she recalls, "and I saw the crowd get bigger and bigger. Then people started cheering! I got chills down my spine. Afterwards, a man pulled me aside—a local real estate investor. He's been working as my unofficial agent since. He got me a couple of recording sessions and sent tapes to several recording companies."

"The companies tell me they like what they hear, but that I sound too much like Aretha Franklin or Whitney Houston. They want



Michelle Long. (Photo by Kwame Brathwaite)

me to develop a more individualistic style, and I'm working on that."

She adds: "I want to take my music as far as I can. It's a joy to bring people up if they're down."

But unless I go very far very fast, I plan to stay at State. I started here in 1980 as a clerk, and I've come pretty far."

—BARBARA QUIRK □

Passport Agency
Levine, Nancy, Boston Passport Agency
Mitchell, Roslyn Y., Executive Secretariat, Records Management
Stroy, James R., Information Management Programs
Watkins, Ruby Mae, Executive Secretariat, Combined Message Center

GS-6
Boykin, Verna G., Office of Ecology, Health and Conservation
Bush, Velma S., Office of Chief Financial Officer, Central Claims Division
Canady, Monica A., Office of Policy, Planning and Management
Catlett, Mia A., Bureau of Personnel
Cook, Gertrude, Executive Secretariat, Combined Message Center
Cureton, Deanna J., Inter-American Affairs, Office of Southern Cone Affairs
Jones, Jeffrey L., Information Management Programs

Mallory, Janice M., Diplomatic Security, Security Awareness
McGee, Renee M., Executive Secretariat, Combined Message Center
Middleton, Adrienne R., Western European Affairs
Mills, Mary V., Office of Chief Financial Officer
Moore, Brenda G., Office of Security Oversight
Murphy, Bernard C., Executive Secretariat, Combined Message Center
Rawles, Brenda Marie, Information Management Programs
Salas, Penafancia D., Citizens Consular Services
Washington, Cassie Yvonne, Bureau of Administration

GS-7
Boettcher, Ruth S., Consular Affairs, Policy and Coordination Staff
Carper, Mary Evelyn, Diplomatic Security, Personnel Management
Carter, Mary C., Bureau of Personnel
Daids, Deborah L., Bureau of

Administration
Donaldson, Tanya M., Intelligence and Research, Office of Terrorism and Narcotics Analysis
Kim, Ui Sun, Office of Chief Financial Officer, Retirement Accounts
Nguyen, Maily Luong, Seattle Passport Agency
Price-Hargrove, Sherry D., Office of Foreign Missions
Sarabia, Lucia R., Allowances Staff
Schoonover, Elizabeth, Bureau of Administration
Tibbs, Larry Monroe, Office of Chief Financial Officer, Consolidated American Payroll

GS-8
Holland, Linda M., Information Management Programs
Metz, Carol Jane, Diplomatic Security, Professional Development
Royle, Marie-Paule Renee, Office of Legal Adviser

GS-9
Durham, Robert J., Executive Secretariat, Office of Executive

Secretary
Fiegel, Mark A., Office of Chief Financial Officer
Jones, Charlotte F., Office of Inspector General
Lee, Donald M., Diplomatic Security, Investigations
Newson, Gloria J., Passport Services
Schultz, Eric E., Visa Services
Speer, David K., Los Angeles Passport Agency
Stebbins, Marlene J., Office of Legal Adviser
Washington, Vanessa D., Passport Services

GS-10
Lerma, Elizabeth, Inter-American Affairs, Consular Affairs, Ciudad Juarez, El Paso, Tex.

GS-11
Bacon, Claudia T., Information Management Programs
Cooper, Tracy Y., Information Management Programs
Ford, Felicia Celeste, Information Management Programs
Fredlund, Norma R., Office of Chief Financial Officer, Central Claims, Travel

PERSONNEL: CIVIL SERVICE

Advance Section
Hawkins, Anna J., Office of Protocol
Jackson, Ruth N., Politico-Military Affairs
McPherson, Bobby L., Information Management Programs
Riffle, Patricia S., Bureau of Administration
Sadler, Harold, Office of Chief Financial Officer, Budget and Program Execution
Shelton, Marjorie F., Office of the Secretary, Office of Executive Director
Walkin, Karolina, East Asian and Pacific Affairs, Public Affairs Office
Zeiss, Scott E., Executive Secretariat, Records Management

GS-12
Bobotek, Susan T., Consular Affairs, Passport Field Coordination Staff
Dinkel, Nicholas, Bureau of Administration
Eagar, Judith F., Bureau of Administration, Personnel Management
Friedrich, Teresa Ann, Office of Legal Adviser, Special Functional Problems
Guice, April J., Office of Protocol
Lee, Melanie Louise, Office of Foreign Buildings
Miller, Patricia A., Office of the Under Secretary for Management
Royster, Timothy Roland, Office of Investigations
Shields, Barbara J., Bureau of Diplomatic Security, Personnel Investigation Division
Shields, Brenda A., Office of Legal Adviser, International Claims and Investment Disputes
Simms, Nicole B., Diplomatic Security, Analysis and Special Projects
Stevens, Felicia Anne, Office of Legal Adviser, International Claims and Investment Disputes
Swankowski, Steve T., Diplomatic Security, Personnel Investigation Division
Wellington, Martin A., Politico-Military Affairs

GS-13
Davis, Michael P., Office of Inspector General
Dollins, Anna C. B., International Narcotics Matters
Lichter, Elizabeth A., Languages

Services, Translating Division
Middleton, Elaine E., Bureau of Administration
Moss, Bonnie Lee, Bureau of Administration

GS15
Afanasenko, Peter, Languages Services, General Interpreting Branch

WG-6
Martin, Roderick, General Services Division, Domestic Fleet Operations

WG-7
Brown, Theodore T., General Services Division, Domestic Fleet Operations

Appointments

Angelsberg, Cecilia E., East Asian and Pacific Affairs
Arcaro, Sharon E., Pre-Assignment Training
Bisson, Mark G., Information Management Programs
Blackwell, J. Kenneth, International Organization Affairs
Brophy, Martine Maudet, Stamford Passport Agency
Buttross, Jay Marie, Politico-Military Affairs
Campos-Mocchia, Maria A., Office of Administrative Affairs, New York
Carroll, Rebecca R., Tel Aviv
Copenhaver, Jill J., Office of Foreign Buildings
Cram, Richard W., Diplomatic Courier Service
Davis, Suzanne Marjorie, Office of Foreign Buildings
Duffy, Patrick J., Office of Foreign Buildings
Fischer, Stanley, Office of Under Secretary for Economic Affairs
Glines, Howard T., Diplomatic Courier Service
Hannah, John P., Policy Planning Staff
Harper, Elizabeth J., Consular Affairs
Higgins, Peter T., East Asian and Pacific Affairs, Office of Executive Director
Hilleary, Jeanette A., Foreign Service Institute, North and East European Languages
Hutcheson, Gail M., Pre-Assignment Training
Jackson, T. Christian, Pre-Assignment Training
Jain, Asheesh J., Consular Affairs, Personnel Branch
Johnson Jr., Philip K., Near Eastern and South Asian

Affairs
Jowers, Chereese T., Bureau of Administration
Kent, Deborah S., Office of Foreign Buildings
Lee, Alfoncina E., Chicago Passport Agency
Loynd, Jennifer Ann, Office of Foreign Buildings
Lufsey II, George R., Pre-Assignment Training
Martin, Deborah R., Bureau of Administration
Martino, Rae Ann S., New Orleans Passport Agency
Mason, Dwight N., Bureau of European and Canadian Affairs
Matchey, Paul Michael, Office of Foreign Buildings
Maung, Roland, Foreign Service Institute, Asian and African Languages
Mayo, Iris J., Pre-Assignment Training
Morse, Adriaen M., East Asian

and Pacific Affairs, Office of Executive Director
Moses, Selwa K., Nassau
Moten, Michele D., Pre-Assignment Training
Naya, Raymond, Bureau of Administration
Page, Susan D., Office of Legal Adviser
Pareti III, David, New Orleans Passport Agency
Rademacher, Paul R., Legislative Affairs
Sampas, James G., Information Management Programs
Seward, James A., Diplomatic Courier Service
Thornton, Philip Erwin, International Narcotics Matters
Torres, Silvia J., Foreign Service Institute, Romance Languages
Traore, Sidiki, Foreign Service Institute, Romance Languages
Vreeland, Frederick, Near Eastern

Shirley Davis: youth counselor



Shirley Davis. (State Department photo by Ann Thomas)

SHIRLEY DAVIS, who heads the Office of Civil Service Personnel Management's Staffing Services Division, sometimes wears a different hat—she's part of a network of people in Washington who help prepare young people for the working world.

As a member of the Washington public schools' Business Education Advisory Council, consisting of people from Government and the private sector, she visits the schools, suggesting to students what they need to know to find jobs, how to get jobs in the Government, how to fill out the application and how to conduct themselves in an interview.

"I also go there to expose them to Foreign Service careers,"

she says. "Many kids have no idea what the Foreign Service is all about, or that it's an avenue open to them. I tell them that it may be harder to get a job at State than at some other agencies—they're going to need a security clearance and it's very competitive. I also tell them that you've got to be determined—that you can't give up if you're turned down for the first job you apply for."

In addition to her role as an adviser and lecturer, Ms. Davis takes part in special events, like Washington's citywide competition to select the "Future Business Leaders of America." She was one of the judges. Ms. Davis says: "I find the experience gratifying. You read about kids shooting each other, but I meet a lot of young people who are working hard. Helping teenagers has been a lifelong avocation of mine. I've been advising young people throughout my career, and I think that's what personnel work is really about."

She adds: "I think the most satisfying thing is talking to young people about their future and then seeing them come on board at State. One young man I talked to about careers in Government told me: 'Ms. Davis, someday I'm going to be a GS-12.' He came back one day to thank me and to tell me that he had just got his 12. That was a great feeling for me."

—BARBARA QUIRK □

and South Asian Affairs
Wise, David J., Office of Inspector General
Wright, Martina M., Pre-Assignment Training
Zaslavskaya, Yelena L., Foreign Service Institute, North and East European Languages

Reassignments

Anglin, Kisha Lashon, Pre-Assignment Training to Bureau of Personnel
Boettcher, Ruth S., Boston Passport Agency to Consular Affairs, Policy and Coordination Staff
Christian, Steven A., Northeast Passport Processing Center to Stamford Passport Agency
Coley, Betty J., Pre-Assignment Training to Bureau of Personnel, Recruitment Division
Corbett, Natalie J., Foreign Service Institute, Personnel Office to Consular Affairs, Personnel Branch
Corbett, Natalie J., Consular Affairs, Personnel Branch to Los Angeles Passport Agency
Fisher, Mary J.R., Bureau of Administration to Bureau of Personnel
Henson, Adria Lynne, Andean Affairs to Mexican Affairs
Jackson, Yvonne D., Pre-Assignment Training to Bureau of Personnel
McGill Jr., Edmond Anthony, Office of UN System Coordination to Office of Inspector General
McKenna, Francis P., Pre-Assignment Training to Office of Legal Adviser, Office of Executive Director
Medeiros, Carole W., Information Management Programs to International Organization Affairs
Paul, Susan A., Information Management Programs to Bureau of Personnel
Smith, Yvonne E., Office of Foreign Missions to Office of Chief Financial Officer
Soper, Nancy Ann, Diplomatic Security, Counterterrorism Assistance to Consular Affairs, Policy and Coordination Staff
Speer, David K., Los Angeles Passport Agency to Miami Passport Agency
Stuart, Diane Sue, Executive Secretariat to Bureau of Administration
Thompson, Charlene Estelle, Bureau of Personnel to Office of Inspector General

Tolbert, Marian E., Office of Chief Financial Officer to Office of Inspector General
Verhoeven, Alma R., Pre-Assignment Training to Bureau of Personnel
Volpe, Suzanne Marie, Office of Legal Adviser to Bureau of Public Affairs
Williams, Gloria J., International Organization Affairs to Information Management Programs

Resignations

Adams, Zeta Ternell, Passport Services
Belk, William E., Information Management Programs
Benjamin, Sherri Ann, Executive Secretariat, Records Management
Benko, Julianna M., Office of the Coordinator for Refugee Affairs
Bibbs, Floyd, Chicago Passport Agency
Caplinger, Lara Y., Intelligence and Research
Carpenter, Glenn A., Inter-American Affairs
Cassidy, Arthur J., Northeast Passport Processing Center
Cole, Tanya J., Miami Passport Agency
Cook, Lavera C., Office of Foreign Buildings
Cooper, Wanda D., Information Management Programs
Cox Jr., Cody L., Information Management Programs
Dadamio, Gregory J., Bureau of

Administration
Dixon, Christopher M., Information Management Programs
Faulk, Treacy A., Information Management Programs
Feldman, Gilda, Passport Services
Foreman, Dennis I., Office of Legal Adviser
Gorman, Rose, Information Management Programs
Griffey, Cecilia P., Seattle Passport Agency
Haber, Loretha Diane, Northeast Passport Processing Center
Hill, Jerry Donnell, Bureau of Administration
Johnson, Myles J., Information Management Programs
Kefauver, Barry A., Information Management Programs
Kim, Jina, Information Management Programs
Kusrow, Daniel C., Information Management Programs
Lewis, Scott C., Information Management Programs
Lloyd III, Robert James, Information Management Programs
McClain, Stuart Ellis, Bureau of Consular Affairs, Communications and Records
Medley, Megan L., Information Management Programs
Miller, Pamela Denise, Information Management Programs
Patterson, Crishana L., Information Management Programs
Perrin, Bill K., Near Eastern and South Asian Affairs
Phelps, Jacqueline D., Chicago Passport Agency
Pinon, Linda S.L., Seattle Pass-

port Agency
Pletka, Radovan, Foreign Service Institute, North and East European Languages
Ray, Dee, Tel Aviv
Reid, Leshan R., Information Management Programs
Roots, Darren Thomas, Information Management Programs
Rosanelli, Richard C., Bureau of Administration
Ryan, Vicki, Mexico City
Salem, Phyllis, Chicago Passport Agency
Sheldrick, Heather C., Information Management Programs
Sherman, Robert S., Bureau of Personnel, Labor-Management Staff
Shutter, John D., Consular Affairs, Personnel Branch
Stokes, Yolanda D., Economic and Business Affairs
Tietge, Jerry S., Information Management Programs
Torres, Carlos R., Bureau of Personnel
Wolfers, Beverly I., Los Angeles Passport Agency
Woodzell, Leslie K., Center for the Study of Foreign Affairs
Young, Lori A., Information Management Programs

Retirements

Grady, Catherine H., Passport Services
Washington, Paul M., Publishing Services Division
Williams, Shirley Beck, Seattle Passport Agency ■



BUREAU OF ADMINISTRATION—**Jerome F. Tolson Jr.**, left, who is deputy assistant secre-

tary for operations in the bureau, and **Ben F. Smith**, right, its director of supply and transportation,

present the Meritorious Honor Award to **George C. Jenkins**.

Superior, Meritorious Honor Awards

Superior Honor Awards

Andrustyszyn, Walter E., FO-02, Bonn*
 Bandler, Donald K., FO-01, Bonn*
 Blake, Steven L., FO-02, Bonn*
 Curran, Brian Dean, FO-01, Dublin
 Dempsey, George T., FO-02, Dublin
 Dillon, Mary L., FP-05, Dublin
 Dolan, Joann, FP-01, Bonn*
 Fuselier, Burley P., FP-01, Washington
 George, Roger, GM-15, Washington
 Gidley, Barry F., GM-15, Washington
 Hamilton, John A., FO-02, Bonn*
 Holmes, J. Anthony, FO-02, Singapore
 Jones, Douglas H., FE-OC, Bonn*
 Jurecky, John P., FE-OC, Montevideo
 Kursch, Donald B., FE-OC, Bonn*
 Lemay, Frank M., FO-01, Washington
 McBride, Diane E., FP-07, Dublin
 Meyer, Ray A., FP-01, Bonn*
 Nugent, Allen E., FP-04, Washington
 Pascua, Gerard R., FO-01, Montevideo
 Pilkauskas, Paul P., FO-01, Bonn*
 Salazar, John M., FO-01, Montevideo
 Stone, Curtis A., FO-02, Dublin
 Ward, George F., Jr., FE-OC, Bonn*
 Weygandt, Arkell D., FO-02, Bonn* □

Meritorious Honor Awards

Bandik, Mark G., FP-05, Washington
 Behm, Sue, Monrovia*
 Berry, Judy, Monrovia*
 Binger, Lawrence, FP-04, Niamey
 Byrd, Lonnie, GS-11, Washington
 Caruso, John L., FP-02, Monrovia
 Cooper, Charles, Monrovia*
 Crumpton, Sandra, FP-04, Lagos
 Deppenbrock, Thomas K., FP-04, New Delhi
 Desrocher, John P., Monrovia*
 Duvall, Gerald R., FP-03, Monrovia
 Edson, Stephen A., FO-02, Bombay
 Hammond, Carol A., FO-02, Tegucigalpa
 Hanson, Anissa A., FP-07, New Delhi



BRASILIA, Brazil—Political counselor *John F. Keane* receives Superior Honor Award in

this South American capital from Ambassador *Richard H. Melton*.

Johnston, Jill, FS-05, Monrovia*
 Lefler, Mark J., FP-03, Washington
 Manso, Joseph, FO-04, Poland
 McGhee, George K., FP-04, Gaborone
 McGlathery, Sharron A., GS-08, Washington
 McLeese, William, FO-02, Niamey
 Nagy, Eleanor, FP-05, Lagos
 O'Neill, Kevin T., FP-02, Washington
 Rinker, Michael J., FP-05, Victoria
 Rowland, George, FP-07, Niamey
 Sanford, James T., FP-02, Washington
 Stanford, Gregory S., FP-05, Nouakchott
 Struble, Susan M., FO-02, Washington
 Viscal, Jorge, FP-06, Antananarivo
 Wallace, Irvina L., FP-07, Antananarivo
 Whitehead, Nelson P., FP-04, Washington
 Wyatt, Darrielle, Monrovia* ■

*Denotes group award.



BUENOS AIRES, Argentina—Meritorious Honor Awards are presented by Ambassador *Terence A. Todman* to computer manager *Edgardo J. Lifart* and computer system analyst *Sandra L. Figueroa*.



GENOVA, Italy—At award ceremony in this port city in the northwestern part of the

country, left to right: *Roberto Botta*, *Anna Maria Saiano*, *Anthony Leggio* (consul gen-

eral), *Laura Bertazzi*, *Armando Mastropasqua*, *Maurizio Potenza*.

Diplo-Croctic No. 60

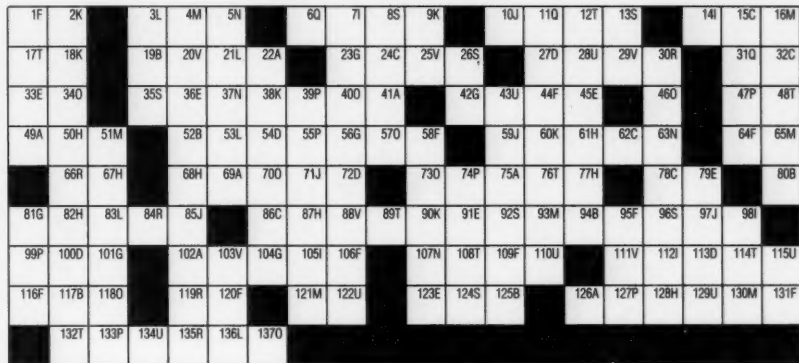
The perils of prophecy

BY EVELYN PUTNAM

Nuclear Risk Reduction Center

DIRECTIONS

To solve this puzzle, write the words that you can guess from the definitions in the numbered blanks provided, and then transfer the letters to the corresponding numbered squares in the diagram. Working back and forth, a quotation will appear in the diagram reading left to right. When all the words have been filled in, the author and title of the book from which the quote was taken will appear as the first letter of each word reading down. The solution will be published in the next STATE magazine. ("Diplo-Croctic No. 59" appeared in February; the solution was in the March STATE.)



CLUES	WORDS	CLUES	WORDS
A. Hint, indicate	41 69 75 126 22 49 102	L. Ant	53 21 83 136 3
B. Wild cat	19 125 117 80 94 52	M. God of wine	121 130 51 93 4 16 65
C. Terror, fright	32 78 86 62 24 15	N. Vase-shaped pitcher	5 107 63 37
D. Italian grandma	113 27 72 100 54	O. End pieces	73 118 70 40 46 34 57 137
E. Agnew adjective	36 79 91 33 123 45	P. Lipped	55 39 47 74 99 133 127
F. Naively, childish	64 1 131 120 44 106 116 95 109 58	Q. Wobblies organization	11 6 31
G. Dared, braved	23 104 42 56 81 101	R. Smart, spruce	66 84 119 135 30
H. Unavoidable choice (hyp.)	87 50 77 68 61 128 67 82	S. Ready to act	124 92 13 8 96 26 35
I. Climbing palm (var.)	105 112 14 7 98	T. Insect homes	48 89 114 76 108 12 17 132
J. Sand hill (var.)	59 97 10 71 85	U. Layers	110 134 129 115 28 43 122
K. Sermon	60 2 38 90 9 18	V. Chinese city	29 88 111 103 20 25

Bureau Notes

The Seventh Floor

Office of the Secretary

SECRETARY BAKER traveled to Riyadh, Cairo, Jerusalem, Damascus, Moscow and Ankara, March 7-17, to consult with members of the allied coalition. Accompanying him and serving as members of the plane and advance teams were special assistants KAREN GROOMES and CARON JACKSON; staff assistant ARDIS JOHNSON; deputy executive secretary (Executive Secretariat) ELIZABETH MCKUNE; and executive director (Executive Secretariat) LYNN DENT. Secretariat Staff officers and line assistants included TOM TORRANCE and CINDY TRODDEN (plane team); WHITNEY BAIRD and KATHERINE MCGOWEN (Riyadh advance); HELEN KESSLER and JEFF ARNDT (Cairo advance); ANDREA RICHHART and BETTIE KUEHN (Jerusalem advance); JOE BARNES and PATTY GILLESPIE (Damascus advance); and TRIP ATKINS and GILL DOUGLAS (Moscow advance); computer systems specialist CLAIRE GILBERT; the director of the Policy Planning Staff, DENNIS ROSS, and his deputy, WILLIAM BURNS; special assistant ANDREW CARPENDALE and personal assistant HELEN ELLIS; the under secretary for political affairs, ROBERT KIMMITT, and special assistant ALEX WOLFF; the deputy assistant secretary for European affairs, JAMES DOBINS; the assistant secretary for Near Eastern and South Asian affairs, JOHN KELLY; the assistant secretary for public affairs, MARGARET TUTWILER, and her deputy, KIM HOGGARD, and special assistant, JUDY O'NEIL; an assistant secretary of defense, PAUL WOLFOWITZ; General HOWARD GRAVES, Joint Chiefs of Staff; and National Security Council staff member SANDRA CHARLES.

On April 1 Secretary Baker traveled to Columbia, S.C., to attend the funeral of LEE ATWATER, former chairman of the Republican National Committee.

Secretary Baker traveled to Ankara, Jerusalem, Cairo, Damascus and Geneva, April 6-12, to discuss the situation in the Middle East. Accompanying him were Ms. Groomes, Ms. Jackson, Ms. Johnson, Ms. McKune and Lynn Dent; Secretariat Staff officers and line assistants Kessler and CINDY TRODDEN (plane team); Trip Atkins and Mr. Arndt (Ankara advance); Ms. Richhart, Ms. Kuehn and PEGGY RILEY (Jerusalem advance); SUE BREMNER and Ms. Gillespie (Cairo advance); and Mr. Barnes and DOLORES HICKS (Damascus advance); Claire Gilbert; Mr. Ross and special assistant AARON MILLER and personal assistant Ellis; the director of southern European affairs, DAVID RANSOM; Assistant Secretary JOHN KELLY and his deputy, DANIEL KURTZER; Ms. Tutwiler, Ms. Hoggard, deputy-designate GRACE MOE and special assistant MARY ANN YODEN; the director of refugee programs, PRINCETON LYMAN; and National Security Council staff member DAVID WELCH. □

Office of the Under Secretary for Political Affairs

Under Secretary ROBERT KIMMITT traveled to Luxembourg and Brussels, March 10-12, for meetings with the Gulf crisis financial coordination group and Economic Council officials, and to brief Nato on the Secretary's meetings in the Gulf. He was accompanied by special assistant ALEJANDRO WOLFF. □

Office of the Under Secretary for International Security Affairs

Under Secretary REGINALD BARTHOLOMEW addressed the Reserve Forces Policy Board, March 5 ... On March 13-14 he testified before subcommittees of the Senate Foreign Relations Committee and the House Foreign Affairs Committee, respectively, regarding the fiscal year 1992 security assistance request and related legislative proposals ... On March 22 he testified before a subcommittee of the Senate Foreign Relations Committee on issues relating to conventional forces in Europe ... JOSEPH A. PRESEL, who has been detailed from the Bureau of Politico-Military Affairs to serve as special assistant to Mr. Bartholomew, to provide expertise on supercomputer issues, traveled to Tokyo, March 13-19, to lead the U.S. delegation for bilateral discussions on supercomputer policy. □

Office of the Under Secretary for Economic Affairs

Under Secretary ROBERT McCORMACK traveled to Tel Aviv and Jerusalem, March 1-4, to participate in the Joint Economic Development Group meeting, and to meet with Israeli officials. He was accompanied by special assistant FRANK M. LEMAY. □

Protocol Office

SECRETARY BAKER hosted luncheons in honor of LECH WALESZA, president of Poland, and TARO NAKAYAMAN, foreign minister of Japan ... MRS. LAWRENCE EAGLEBURGER hosted a luncheon in honor of the wife of the president of Poland ... Mr. Baker hosted a reception in honor of Department of State retirees ...



BUENOS AIRES, Argentina—Meritorious Honor Award is presented by Ambassador Terence A. Todman to protocol assistant Liliana E. Mancebo.

Diplomatic Corps members were briefed by ROBERT M. GATES and DAVID C. GOMPERT, National Security Council staffers, at the Blair House ... The Ceremonial Division escorted the diplomatic corps to the Capitol to hear the address to Congress by PRESIDENT BUSH ... Coordinating these events were NANCY THOMPSON, RICHARD PAULIS, APRIL GUICE, KIM MIDDLETON and JOHANNA WRIGHT.

Mr. and Mrs. Walesa were official visitors to the United States during March. Assisting WILLIAM F. BLACK, assistant chief of protocol for visits, were MARLENE TERRELL-KANE, PATRICK DALY and LILA BRENT ... There were 16 dignitaries visiting the United States in a private capacity. Assisting with these visits were AGNES WARFIELD, DAN GROWNEY and JOHN LA PENTA ... MARY MASSERINI handled press arrangements for all the visits ... The assistant chief of protocol for accreditation, LAWRENCE P. DUNHAM, presided at a ceremony marking the resumption of diplomatic relations between the United States and Albania. □

Administration

Executive Office

As of April 3, a total of 74 bureau managers and supervisors had attended equal employment opportunity training in this fiscal year. An additional 51 managers will receive this training during the remainder of the year. □

Office of Foreign Buildings Operations

The director of program execution, RALPH N. WHEELER, visited Santiago to review progress on the new office building construction project ... The director of operations, RICHARD J. SHINNICK, met with Ambassador CHARLES GARGANO, Port-of-Spain, to advise that



The acronym blues.

approval for a long-term lease for property adjacent to the ambassador's residence had been granted; that funds had been identified for the design of a small administration wing off the chancery; and that a maintenance team would be visiting post to balance the chancery's air-conditioning system ... Mr. Shinnick visited London to assess furniture and furnishings requirements, and to review housing issues with post ... He traveled to Vienna to discuss relocation of office space with post officials. Plans are to consolidate various sections into Government-owned and leased space, and to relinquish excess leased property ... A ground-breaking ceremony was held in Caracas, March 22, for construction of a new office building and, eventually, a new residence for the ambassador and Marine Guard quarters. The new embassy will be built on 27 acres of land, and is scheduled for completion by August 1993. □

Office of Operations

Safety Office: STEVE URMAN, director, conducted safety and occupational health workshops at the continuing medical education conferences for regional medical officers and nurse practitioners. He discussed the status of safety and occupational health overseas, Safety Office initiatives and plans and goals. In particular, he discussed the structure of safety programs at post and the role of health units in ensuring a proactive safety effort.

General Services: ERMINE JOHNSON, Technical Services Branch, put together the Poland exhibit in honor of the visiting Polish president, LECH WALESIA ... A women's history exhibit was crafted by exhibit specialist TOM O'ROURKE, and was on display in the Exhibit Hall throughout March.

The Chemical Action Task Force conference, with a full complement of international delegates, was in-house, March 23-27 ... STACEY BROWN, Building Services Branch, and AL WHITING, Technical Services Branch, worked to ensure that administrative and technical details were addressed promptly.

Diplomatic Security has reinstated the daily public tours on the Eighth Floor. Tours are at 9:30 and 10:30 a.m. and at 3 p.m. Visitors are asked to come with a picture identification to the 23rd Street entrance, one-half hour prior to their scheduled tour. Reservations can be made by calling 647-3241.

J.R. YOUNG and Stacey Brown of Building Services and BILL DAVIS and WILEVA JOHNSTON, Diplomatic Reception Rooms Branch, assisted with the visit to the Department of PRESIDENT BUSH, whose speech was carried live throughout the building on B-Net.

Building Management: The Department's recycling program has been expanded to include glass. Containers marked "glass" have been placed around the Department.

Office of Real Property: Construction bids were received on April 2 for the Foreign Service Institute portion of the National Foreign Affairs Training Center in Arlington, Va. After the General Services Administration reviews the bids, the low bidder will be announced and the number of options to be exercised at that time will be deter-

mined, based on available funding. Construction is anticipated to start in early June.

The new International Cultural and Trade Center building, at 14th and Pennsylvania Avenue, is offering its 1.3 million square feet of office space to a number of agencies whose missions are related to that of the center. The Department has been allocated 100,000 square feet for relocating the Washington Passport Office and elements of the Visa Office. But the Environmental Protection Agency has requested use of all available office space. In response to this conflict of space assignment, the International Cultural and Trade Center Commission met with all agencies programmed to occupy the new building. JEROME F. TOLSON JR., deputy assistant secretary for operations, hosted the meeting on March 28. It was cochaired by the center's president, KEN SPARKS, and its commission chairman, former Senator CHARLES PERCY.

MARK BUTOWSKY, chief, Design and Construction Branch, presented the plans for Main State basement inner security, before the functional and regional bureau executive directors, at meetings on April 2 hosted by ARTHUR W. FORT, assistant secretary for administration.

The Office of Real Property has acquired a field office location on the second floor at 1550 Wilson Boulevard for the annex buildings manager, FRANK BRIGHT, and his staff. The office renovations are complete, and Mr. Bright, who reported to the Department on April 8 from his position with the Department of Agriculture, will be responsible for oversight of the Department's leased space.

State Annex 10, 2121 Virginia Avenue, which houses the majority of offices in the Bureau of Diplomatic Security, was delegated to the Department from the General Services Administration, effective April 1.

A building conditions survey of the Iraqi ambassador's residence was conducted on March 29 at the request of the Office of Foreign Missions, which is now responsible for protecting

and maintaining the building.

Office of Language Services: Director HARRY OBST visited London for consultations on language support for this year's economic summit, which will be hosted by the United Kingdom ... BILL HOPKINS remained in Geneva to support chemical weapons talks ... ALEC TOUMAYAN interpreted for the meeting between PRESIDENT BUSH and the French president in Martinique ... PETER AFANASENKO, DIMITRY ZARECHNAK and two members of the Geneva Field Office interpreted for SECRETARY BAKER's visit to Moscow ... GISELA MARCUSE supported a military meeting in Orlando ... The state visit of Polish president LECH WALESIA was assisted by staff translator JOEL STERN and contract interpreter VICTOR LITWINSKI ... Chief interpreter STEPHANIE VAN REIGERSBERG traveled to New York to meet with her UN counterpart, MONIQUE CORVINGTON, to discuss recruiting difficulties and areas for future cooperation ... PAUL KOVENOCK attended the annual meeting of the National Council for International Visitors, in Albuquerque ... MARISE LASHLEY participated in a panel discussion at George Mason University on careers in foreign languages. □

African Affairs

Office of the Assistant Secretary: Assistant Secretary HERMAN J. COHEN met with, Under Secretary JAMES JONAH at the United Nations, March 12 ... He addressed 40 visiting members of the American Association of Retired People, March 13 ... He participated in the Aspen Institute's southern Africa policy forum, in Cape Town, April 1-6.

Principal deputy secretary JEFFREY DAVIDOW visited Luanda, Kinshasa, Lagos, Douala and Lisbon, February 23-March 6 ... He participated in talks in the Mozambique peace



PORT LOUIS, Mauritius—Safe-driving certificates for embassy drivers, from left: Rajoo Chellapen, Herve Faustin, Ahmed Boodhoo,

Iqbal Raman, Maya Poule, Stello Boucherville.

BUREAU NOTES



KIGALI, Rwanda—At ceremony for achievements during the October guerilla invasion, first row, left to right: *Gabriel Gashagaza; Diudonne Habimana; Donath Mutuyeyezu; Marc Bizimungu; Charles Ndikumana; Telesphore Ndayabaje; Andre Sayidiya.* Second row: Deputy assistant secretary *Irwin Hicks; Rose Kabera; Anita Kainth; Faustina*

Semanza; Sue Ford Patrick; Bernadette Nyiritunga; Naom Mukakinani; Thomas Marten; Medard Mwumwaneza. Third row: *Paul Crawford; Jimmy Schelegel; Robert Hannan; Cassim Kagabo; Come Rusimbi; Edmond Bizumuremyi; Charles Mugabo; Venuste Safali.* Rear, right: Ambassador *Robert A. Flaten.*



KAMPALA, Uganda—General services maintenance personnel receive cash awards. Kneeling: *John Matovu, James Ssozi, Ben Odaggiu.* Standing: *Rocky Ddungu, Amos*

Kibuka, David Kintu, Frank Sebalamu, Christopher Semuli, Bernabus Wakibugu, Wilson Lule.

effort, March 10-12, in Rome ... On April 4 he addressed the African studies group at Georgetown University, on U.S. policy for southern Africa ... Deputy assistant secretary LEONARD H. ROBINSON JR. traveled to Dakar, Ouagadougou, Accra and Lome, March 6-17. He was keynote speaker at the sixth annual international festival at Saint Augustine's College, Raleigh, N.C., April 4. He spoke on Liberia.

Office of Southern African Affairs: Direc-

tor ROBERT PERITO led the U.S. delegation to peace talks on Angola, which reconvened April 3 in Portugal ... Deputy director ALAN McKEE visited Ohio, March 21-22, for media interviews, classroom lectures and to deliver a speech on "Dismantling Apartheid in South Africa," which was the featured address during Ohio Northern University's annual international week ... Desk officer JERRY GALLUCCI spoke on South Africa at the St. Andrew's Men's Club, in

Arlington, April 1.

Office of West African Affairs—Francophone: In April country desk officer JOSEPH NOWELL visited Senegal, Guinea and Mauritania, on orientation. □

Consular Affairs

On March 11 Assistant Secretary ELIZABETH M. TAMPOSI met with Greece's director of tourism. ELIZABETH ANN SWIFT, deputy assistant secretary for overseas citizens services, and JAMES BLANFORD, the bureau's special assistant, participated in the meeting ... Ms. Tamposi chaired an offsite session for the bureau's principal officers, March 14 ... On March 15 she attended a tribute to the hostages in Lebanon, sponsored by "No Greater Love." ... On March 27 she addressed students at Marist College, New York, on the bureau's response to the Gulf crisis and what consular officers do.

Visa Services: From April 3-18 JOHN H. ADAMS, deputy assistant secretary for visa services, traveled to Warsaw, Prague and Budapest with the deputy assistant secretary for refugee admissions, PRISCILLA CLAPP, and Immigration and Naturalization Service deputy commissioner RICK INZUNZA, to discuss border control issues with the governments of those countries ... From April 1 to May 2 LINDA BROWN, Systems Liaison and Procedures Division, traveled to Rio de Janeiro and Bridgetown to provide training for users of the consular immigrant visa automated control system being set up at those posts ... The Visa Office welcomed ROSETTE DUMAS and BARBARA DEROSSA.

Passport Services: LORETTA ALFARO has been selected as assistant regional director at the Houston Passport Agency. She was chief of the Research and Liaison Branch, Office of Program Support, at the Washington Passport Agency ... GRETCHEN SCHUSTER, regional director, Chicago Passport Agency, was interviewed on March 29 by WMWK-FM radio in Milwaukee, on the passport application process and the multiple services provided by the bureau ... On April 9 passport examiner and equal employment opportunity counselor ROBERT GATES and SHIRLEY CALHOUN of the Chicago Passport Agency represented the agency at the third annual federal interagency minority high school career conference ... On March 21, 25 passport acceptance agents from regional postal facilities, city clerk's offices and military facilities attended a passport acceptance agents seminar at the Los Angeles Passport Agency. The seminar was conducted by BARBARA BROPHY, acceptance agents coordinator, and GLORIA GREEN, fraud program coordinator at the Los Angeles agency ... In March, MARIN MIURA, communications section chief; MARGARET E. DOYLE, adjudication section chief; and ANTHONY CHAN, GARY VALLEY and ANITA WILLIAMS, adjudication supervisors, represented the Los Angeles agency by providing passport and travel information in an information booth at the travel show held yearly at the Los Angeles Convention Center ... On March 28 a consul from the Australian consulate general in



MARACAIBO, Venezuela—The Meritorious Honor Award to consulate employees. From left: Ada Ortega, Ana Maria Barboza, Ciro

Bracho, Ambassador Michael M. Skol, Patricia Salom, principal officer Jim Wagner, Jorge Luis Rincon.

Los Angeles visited and toured the Los Angeles agency to view U.S. passport operations, including the issuance of machine-readable passports. He met with SAKAE HAWLEY, regional director of the agency.

On March 19 LAURIE K. BUTLER, computer operator at the Seattle Passport Agency, attended a Government Technology Services, Inc., seminar in Tacoma on computer networking solutions ... DENISE SLEISTER, communications supervisor at the Seattle agency, attended a federal telecommunications system user group management meeting, March 20, regarding a switchover of a new telephone system for the Seattle federal community ... On March 26 EDWARD HART, regional director of the Seattle agency, and KAREN PALLAS, assistant regional director, attended a Federal Executive Board presentation by the U.S. Merit Systems Protection Board, regarding the Americans with Disabilities Act, the Civil Service Due Process Amendments and the Whistleblower Protection Act of 1989 ... On April 1, SUSAN I. SHORT, acceptance agents coordinator at the Seattle agency, conducted a tour of the agency for Boy Scouts who were studying for merit badges in citizenship.

Fraud Prevention Programs: During the week of April 1, WILLIAM D. CHRONISTER visited the Seattle Passport Agency to conduct an evaluation of Seattle's antifraud program and to conduct antifraud training for the entire agency staff ... ROBERT B. ZUEHLKE traveled to Detroit, Lincoln, Denver and Los Angeles, February 28-March 11, where he presented counterfeit detection training to Immigration and Naturalization Service examiners and passport agents. He also discussed fraud trends with immigration and customs inspectors at U.S. ports of entry. Participating in the Denver workshop was

STEVE MULLEN, antifraud program coordinator at the Seattle agency ... JOHN CAUFIELD, deputy director of fraud prevention programs, visited the Miami Passport Agency, Embassy Port-of-Spain and Embassy Bridgetown, March 18-22, to review antifraud programs ... From March 20-22 MARY ALICE NOYES reviewed the antifraud program at the Los Angeles Passport Agency ... She met with Immigration and Naturalization Service officials at the San Ysidro port of entry, and with consular section chief TIM RANDALL at the consulate general in Tijuana, March 25 ... From March 26-28 she participated in a workshop for state and local vital statistics personnel in San Diego. □

Diplomatic Security

Office of the Assistant Secretary: Assistant Secretary SHELDON J. KRYS testified before the Subcommittee on International Operations of the House Foreign Affairs Committee, March 13. The hearing focused on the bureau's budget for fiscal years 1992 and 1993. Committee members commended Mr. Krys and the bureau for their work during the Persian Gulf crisis. □

Information Management

Systems Operations: Special equipment of the Special Support Division's VIP Branch, left in Moscow in anticipation of an early return trip there by SECRETARY BAKER, came in handy in assisting reestablishment of telephone and radio communications at the embassy after the recent fire.

Five teams were deployed in support of the Secretary's trip to Europe and the Near East. MICHAEL KOVICH (team leader), JEFFREY ECKERT, STEPHEN BOPP, and SCOTT METZGER, and communications engineering

officers CHRISTOPHER DYE, BRENDAN BURNS and TIMOTHY BIRD provided the Secretary's special communications in Riyadh, March 5-11 ... ROBERT REMILLARD (team leader), DOUGLAS GOODGION, CHERYL STEPHAN and JOSEPH DEVLIN and communications engineering officers STEVE WILHELM, DALE JACOBS and JOHN COOK provided the support in Cairo, March 6-13 ... JOHN MONTAGUE (team leader), WILLIAM LOUGHNER, LUCELOUS BETTS and CYNTHIA RUBY and communications engineering officers GELWOOD JARMAN, BYRON JONES and LARRY LIMBAUGH provided the support in Jerusalem, March 7-14 ... Michael Kovich (team leader), Jeffrey Eckert, Scott Metzger and JOSEPH TALBOT and communications engineering officers DOMINICK LOGALBO, HERMINIO CARDONA and JOE DONAHAY provided the support in Damascus, March 10 and 12-15 ... Robert Remillard (team leader), Douglas Goodgion, CARL GIAMPIETRO and ROBERT HENSLEY and communications engineering officers ROBERT FINNIGAN, SHERIDAN HOWARD, CHARLIE HALL and HAROLD McMILLIAN provided the support in Moscow, March 10-11 and 13-18 ... KENNETH HOEFT left the VIP Branch for the Operations Branch ... Recent additions to the VIP staff include Lucelous Betts Jr. and ROBERT HENSLEY.

Information Services: PAUL M. WASHINGTON, chief, Publishing Services Division, retired January 31 after 38 years of Government



DIPLOMATIC SECURITY—Paul M. Washington (left) receives John Jacobs Rogers Award from Assistant Secretary Sheldon J. Krys.

service. A retirement luncheon was held at Fort McNair, February 6, with over 200 family, friends and coworkers in attendance. Mr. Washington was presented the John Jacobs Rogers Award by Mr. Krys. Many other awards and letters of commendation were presented by Government officials and civic leaders. □

BUREAU NOTES

Information Systems Security

The ever-increasing reliance on microcomputers, their connectivity to networks and the inability to prevent users from installing software contributes to the high probability that viruses will be a continuing threat to the Department's information, the bureau says. To counter this threat, the Department has promulgated strict standards governing the control of software and network links. These standards prohibit the use of personally-owned or bulletin board software on Department systems and restrict the networking of Department computers to only those owned by the Government.

In addition to promulgating standards, the Office of Information Systems Security is working to identify a pro-active antiviral software package for dissemination to all Department facilities. In the interim, the information systems security staff is monitoring the computer security community and alerting Department facilities whenever new viruses are discovered. The office said it is also working diligently to disseminate awareness materials to all Department personnel, to heighten their understanding of the problem and their role in preventing viruses. □

East Asian and Pacific Affairs

Assistant Secretary RICHARD H. SOLOMON addressed the Center for Strategic and International Studies, on economic and security issues in the Asia-Pacific region, February 26 ... On March 6 he testified before the House Foreign Affairs Subcommittee on Asian and Pacific Affairs, giving an Asia overview ... On March 8-18 Mr. Solomon, accompanied by his special assistant, CHRISTOPHER LaFLEUR, traveled to

Beijing, Jakarta and Bangkok for discussions, then to Tokyo for the U.S.-Japan conference on cultural and educational interchange ... On April 4 Mr. Solomon participated in the President's meeting with the prime minister of Japan, in Newport Beach, Calif., and later gave an off-the-record speech to the Asia Society in Los Angeles ... JOHN MALOTT, director, Office of Japanese Affairs, traveled to California, April 3-5, to support the President's meeting with the Japanese prime minister.

Principal deputy assistant secretary DESAIX ANDERSON testified on East Asian foreign assistance, before the Foreign Operations Subcommittee, chaired by Representative DAVID OBEY (D.-Wisc.), March 14 ... On March 25



MANILA, Philippines—Ambassador *Nicholas Platt*, right, presents Meritorious Honor Award with cash certificate to *Paul T. Daley*, rotational officer.



JAKARTA, Indonesia—At award ceremony in this Asian island capital, from left: *Jeffrey*

T. Lutz, Gail P. Scott, Thomas C. Baur, Wiwien Hartono.

and 26 Mr. Anderson traveled to New York for the David MacEachron Policy Forum, sponsored by the Japan Society, on Japan's changing role in Asia ... On March 28 Mr. Anderson gave the dinner address at the Korea Economic Institute's advisory council meeting at the Willard Hotel, Washington ... On March 31 he spoke at the opening ceremony in the Cherry Blossom Festival, Washington.

ROBERT MANNING, adviser for policy and public diplomacy, participated at National Defense University's annual conference on Asian security, in Honolulu, February 28-March 1 ... On April 5 SPENCER RICHARDSON, director, Office of Korean Affairs, presented a "U.S.-Korean Relations Update" at Columbia University ... On April 6, he presented a second update at William and Mary College, Williamsburg, Va. □



TOKYO, Japan—*Brian Peck*, left, general manager of the Employees Welfare Association, receives Department check for \$1,000 from deputy chief of mission *William T. Breer*. Mr. Peck was named "Association Manager of the Year," and award for which he was runner-up two years ago.

Economic and Business Affairs

On March 11 assistant secretary EUGENE J. McALLISTER, attended a meeting of the Gulf Crisis Financial Coordination Group, in Luxembourg, where donor countries met to discuss assistance for frontline states that were most seriously affected by the Gulf crisis. Mr. McAllister was accompanied by SCOTT DANAHER, Office of Development Finance ... Mr. McAllister led the U.S. delegation in the sixth meeting of the U.S.-Pakistan economic/commercial subcommission, in Washington, March 13-14.

CHRISTOPHER G. HANKIN, deputy assistant secretary for international trade controls, led the U.S. delegation for the multilateral talks



ECONOMIC AND BUSINESS AFFAIRS—At award ceremony in this bureau that was arranged to honor those who have been working on the Uruguay Round of the General Agreement on Tariffs and Trade negotiations,

left to right: *Holly A. Kenworthy, William A. Weingarten, Robert M. Watts Jr., Assistant Secretary Eugene J. McAllister, Wendela C. Moore, William E. Craft Jr., John F. Hoog, Larry A. Nelsen.*

on the Coordinating Committee on Export Controls' telecommunications core list, in London, March 14-16 ... CYNTHIA AKUETTEH, Office of Global Energy, was a member of the U.S. delegation to the U.S.-Mexican energy bilaterals in Mexico City, March 19.

PATRICIA NELSON-DOUVELIS, Office of International Commodities, was a member of the U.S. delegation to the meeting of the Organization for Economic Cooperation and Development's High Level Group on Commodities, in Paris, April 3-5 ... ROBERT WATTS, Office of Food Policy, attended a meeting of its Committee on Agriculture, in Paris, March 25-29, to discuss the annual monitoring report on member states' agricultural support policies.

STEVE GIBSON, acting deputy assistant secretary for international finance and development, attended a meeting of the Organization for Economic Cooperation and Development's Committee on International Investment and Multinational Enterprises, in Paris, April 10-12. The topic was "A Strengthened National Treatment Instrument" ... DAN FANTOZZI, Office of Investment Affairs, addressed a conference of the East-West Committee of the U.S. Council for International Business, February 2 ... He went to Paris to meet with the working groups on international investment policies and on guidelines, March 2-8 ... JEAN PRESTON, Office of Development Finance, attended the annual meeting of the Inter-American Development Bank, April 4-9, in Nagoya, Japan. Discussions were held on creation of a multilateral investment fund, part of the President's "Enterprise for the Americas" initiative ... MOLLY O'NEAL, Office of Development Finance, attended discussions in London, March 25-26, on lending strategies and programs for the European Bank for Reconstruction and Development ... SCOTT DANAHER, same office, attended the fifth meet-

ing of the Gulf Crisis Financial Coordination Group, in Luxembourg, March 5.

CHARLES ANGEVINE, deputy assistant secretary for transportation affairs, headed the U.S. delegation at aviation consultations with the United Kingdom, March 7-11 ... RON KIRKPATRICK, Office of Aviation Negotiations, participated ... JAMES R. TARRANT, special negotiator for transportation affairs, chaired civil aviation consultations in Washington with Greece, March 19-22 ... CORNELIA M. WEIERBACH, Office of Aviation Negotiations, participated in the talks ... GENE GRIFFITHS, director, Office of Aviation Programs and Policy, accompanied MORRIS D. BUSBY to London, March 2-5, to participate in aviation security discussions with the "Summit 7" experts on counterterrorism ... JOSEPH RICHARDSON, deputy director, Office of Maritime and Land Transport, participated in the U.S./Mexican land transporta-

tion talks in Mexico City, March 5-7, and in the U.S./Brazil maritime talks in Brasilia, March 13-14.

People: Recent arrivals: CARLYN ELLIOT, Office of the Assistant Secretary; GEOFFREY OGDEN, Office of Maritime and Land Transport; SIGRID GRANT, Security Enforcement and Licensing Division; and ROBERT FORDEN, Special Trade Activities Division. □

Finance and Management Policy

On March 15 JILL E. KENT, chief financial officer, was one of the speakers at a Department event commemorating National Women's History Week ... On March 4 JOSEPH HUGGINS, director, Regional Overseas Division, Office of Budget and Planning, with the office's inter-American affairs budget analyst, JOSEPH KENNY, participated in a discussion with the Panama Canal Alternatives Study Commission. The purpose was to discuss terms and conditions of the draft "Agreement for the Services Between the Commission for the Study of Alternatives to the Panama Canal and a Tri-National Consortium."

On March 25 RICK WESTON, East Asian and Pacific affairs budget analyst for the Office of Budget and Planning, attended a luncheon hosted by the Asia Foundation. The foundation's representative to Taiwan addressed issues of bilateral interest, including the island's new six-year, \$300-billion development plan ... From March 10-22 financial management officer MICHAEL DUFFY traveled to the Regional Administrative Financial Center, Paris, as team leader, to oversee installation of the overseas financial management system at the center. □

Foreign Missions Office

Director DAVID C. FIELDS, traveled to Beijing in March to participate in the ceremonies to conclude the agreement concerning the mutual provision of properties for the use of the two countries. He also visited the U.S. consulates at



OFFICE OF FOREIGN MISSIONS—At an award ceremony in this office, from left: *Alice Fisher, Jackie Robinson, Carlos Castillo,*

director David C. Fields, Sahon Wood, Kathleen McHugh.

BUREAU NOTES

Chengdu and Shanghai ... MIKE McQUADE, executive assistant, and DAVID BUSS, program director for the tax and customs programs, jointly presented the orientation to the new officer's "A-100" class, March 4 ... On April 9 two office employees were presented quality step increases: ALICE FISHER and VONDELL MAYO. In addition, seven received performance awards: CARLOS CASTILLO, KATE McHUGH, SHERRY PRICE-HARGROVE, JACQUELINE ROBINSON, YVONNE SMITH, CAROL TRUESDALE and SAHON WOOD ... The office "Quality Employee of the Month" award, for March, was presented to CARLOS CASTILLO for his performance in the diplomatic motor vehicles program and the administrative office.

Recent additions to the Information Management Staff included CYNTHIA KING and STEPHEN POOL ... YVONNE SMITH transferred from the administrative office to Financial Management and Planning's executive office ... STEVE MURPHY accepted a position with the U.S. Treasury Department. □

Foreign Service Institute

BRANDON GROVE JR., director, spoke at the March 4 Presidential Classroom meeting at the Omni Shoreham Hotel, to approximately 300 high school students, on "The Meaning of Change." ... On March 16 the Overseas Briefing Center, with the Family Liaison Office and the Foreign Service Youth Foundation, sponsored a workshop for teenagers, focusing on evacuation, their other experiences and coping strategies ... FREDERIC B. HILL, director of gaming and simulations, Center for the Study of Foreign Affairs, gave a presentation on interagency policy exercises, at a meeting of the Joint Educational Wargaming Committee at Naval War College, Newport, R.I., March 21 ... MADELINE EHR-



FOREIGN SERVICE INSTITUTE—Wayne Bobby, budget and management officer, at his farewell party. Jack Daniels, executive director, is on right.



FOREIGN SERVICE INSTITUTE—March graduates of the information systems training class, left to right: Gayle Goodwin, Manama; Eva E.T. Iglesias, Ciudad Juarez; Grace S. Akatsa, Nairobi; Virginia Garcia-Morales, Montevideo; Mi Young Park, Seoul; Lorena

Vizcaya A., Mexico City; Jean Tyler; Mike Jackson, Oslo; Mike Allen, Paris; Lindbergh Raman-Nair, Port-of-Spain; Michael Ellis, Belgrade; Bernadette Anukem, Abidjan; Mark Wheatley, chairman, training division.

MAN, director of research, evaluation and development, delivered a keynote address, "Individual Differences in Adult Language Learning," at a linguistics conference at Brigham Young University, Provo, Ut.

FREDERICK JACKSON, Center for Research, Evaluation, and Development, and JAMES BERNHARDT, Department of North and East European Languages, presented a talk at a meeting of the Washington Linguistics Society titled "Language Teaching Programs at the Foreign Service Institute: Another Look at the Interface Between Theory and Practice." ... School of Area Studies dean JACK SHELLENBERGER participated in the 22nd annual student symposium, March 23-24, sponsored by the Center for the Study of the Presidency. His panel addressed the topic: "Public Diplomacy and the Quest for Freedom and Security Worldwide." ... Near East/North Africa chairman PETER BECHTOLD presented a talk, "U.S. Policies and Interests in the Middle East," to the General Accounting Office's International Affairs Division, at its February offsite conference ... On February 11 he spoke on the Gulf crisis, to 188 officers at the Marine Corps Amphibious Warfare School, Quantico, Va.

During the March two-week intensive area studies courses, Soviet/East Europe chairman LAWRENCE ORTON mounted symposia which focused on East/West migration in Europe and the environmental challenges there ... West Europe chairman KENDALL MYERS focused on the European Community and the implications for the rest of the world ... Latin America chairwoman MARGARET SARLES held two sessions: one addressed human rights, the other narcotics trade in the Andean region ... The School of Area Studies welcomed three spring interns: COREENE HARKNESS, a political sci-

ence major at the University of Illinois; RACHEL SCHINDEL, an international studies major at American University; and SHOUA YANG, who is a political science major at St. Mary's College. □

Inspector General's Office

Inspector general SHERMAN M. FUNK attended a retreat for presidentially-appointed inspectors general at the Inner Harbor Marriott, Baltimore, in March. Discussed there were such topics as the structure and mission of the President's Council on Integrity and Efficiency, the role and relationship of the inspectors general and inspector general mission and goals ... On March 21 Mr. Funk provided testimony regarding the State authorization bill for fiscal years 1992-93, before the International Operations Subcommittee of the House Committee on Foreign Affairs.

Office of Audits: DAVID WISE joined the Consular and International Programs Division, from the inspector general's office at USIA ... VICKIE COLE, from the Department of Agriculture, and JOHN S. CHRISTY JR., formerly with the Air Force Audit Agency in California, joined the staff as auditors ... REGINA HARRIS, from the Department of Interior, joined the Office of Audits as a secretary ... MARGARET DEQUIR served as secretary to the U.S. delegation to the 28th session of the Scientific and Technical Subcommittee of the UN Committee on the Peaceful Uses of Outer Space, February 19-March 1, in New York. She received a letter of recognition from the head of the U.S. delegation for the meeting, JENNIFER CLAPP, who is chief of the International Policy Program Office, National Aeronautics and Space Administration, for her performance as a member of the U.S. team ... The Information Management Division

released an audit report on internal controls in the automated personnel system. The audit makes recommendations in an effort to correct problems in system access, record deletion, program changes, policies and procedures, and many other system and administrative controls.

Office of Inspections: The inspection teams are in the midst of their spring-cycle reviews. Team 1, led by ROSCOE SUDDARTH, is inspecting Brazil; Team 2, directed by RICHARD C. HOWLAND, is reviewing operations in Zaire and Tanzania; Team 3, under the leadership of DAVID ZWEIFEL, is inspecting the Office of the Legal Adviser; Team 4, led by WILLARD DEPREE, is inspecting the Philippines; and Team 5, led by FERNANDO RONDON, is conducting a review of Switzerland and the U.S. mission in Geneva ... The inspector general's representative to the Arms Control and Disarmament Agency, RICHARD SKINNER, is performing a review of the agency's operations in Geneva.

Office of Investigations: Three special-agent positions have been filled. REGINA M. RINK, previously an investigator with the Office of Personnel Management, and JAMES TAPSCOTT, previously with the Department of Health and Human Services in Denver, joined the office in March. Special agent JOHN REDMOND, from the Office of Export Enforcement, Department of Commerce, joined in April ... The deputy assistant inspector general for investigations, WILLIAM CRANE, and special agent MONICA RENAUD spent two weeks in March at the Federal Law Enforcement Training Center, Brunswick, Ga., monitoring and critiquing a new course for federal agents specializing in the investigation of complex financial fraud ... Special agents ALAN BOROSHOK and TRAVIS MORAN returned in March from two months of basic criminal investigation training, also conducted at the Georgia training center.

Office of Security Oversight: The office is conducting inspections at Embassy Bangkok and at the Main State building ... The Inspections Division issued three security oversight reports on embassy facilities in Namibia, Madagascar and Honduras ... The Audits Division issued a report on the followup audit on U.S. Arms Control and Disarmament Agency security programs, procedures and practices ... IRENE CLARK has joined the Audits Division. She was with the Internal Review Office of the Military District of Washington.

Office of Policy, Planning and Management: MONICA CANADY, formerly with the Bureau of Inter-American Affairs, has joined the Plans, Reports and Analysis Division as a staff assistant ... ROBIN B. WEINSTOCK, presidential management intern, has joined the Analysis and Compliance Tracking Branch as an analyst. □

Intelligence and Research

Office of Analysis for Western Europe and Canada: BOWMAN H. MILLER, director, consulted, March 25-28, at Embassy Paris and with French government officials and academicians, on European and Middle Eastern issues.

Office of Analysis for the Soviet Union and Eastern Europe: MARTHA MAUTNER, deputy director, addressed the Central Pennsylvania Consortium's conference on eastern Europe, at Franklin and Marshall College, Lancaster, March 2, and the Soviet symposium sponsored by the Women's League of Washington College, Chestertown, Md., March 5.

DARIA FANE, analyst, lectured at Shawnee University, Portsmouth, O., on "Soviet Nationalities and the Future of the Union," February 19 ... She spoke at Rutgers University, New Brunswick, N.J., on "Recent Events in the Baltic States," March 6 ... She spoke on Soviet nationalities problems, at a conference for congressional staffers organized by the Stanley Foundation in Annapolis, March 15 ... She addressed the Baltic-American Freedom League Conference, in Pasadena, Calif., on recent events in the Baltic states, March 16 ... NICOLAS LANG, division chief, spoke on "Post-Communist Europe," at Florida Southern College, Lakeland, January 18 ... MORTON SCHWARTZ, analyst, spoke on "Soviet Relations with the New Eastern Europe," to visiting students from the University of California, Riverside, March 28. □

International Communications and Information Policy

Coordinator BRADLEY P. HOLMES signed the diplomatic note bringing into force a new FM radiobroadcasting agreement with Canada. It replaces one negotiated in 1974 ... The bureau staff participated in discussions with Canadian officials leading to an interim AM broadcasting agreement in the new, expanded AM bands ... Mr. Holmes cochaired the Washington bilateral consultations with counterparts from the French ministry of posts, telecommunications and space. Reviewed were regula-

tion and modernization in telecommunications services, international affairs and technical standards.

Mr. Holmes, deputy assistant secretary KENNETH BLEAKLEY and WARREN CLARK met with the Czechoslovak vice minister of communications, ALEX MICHNA, to discuss the U.S. program of training and technical assistance projects in telecommunications ... Mr. Clark chaired a regular meeting of the Eastern Europe Contact Group ... Several bureau members participated in a World Bank seminar on strategies for the telecommunications development in different regions of the world ... Bilateral consultations with Mexico on negotiations for transborder radio agreements were chaired by the bureau's BILL JAHN.

Mr. Holmes met with the visiting minister of posts and telecommunications, MOHAND LAENSER of Morocco, and the minister of posts and telecommunications, MARCEL COLLA of Belgium, to review telecommunications issues ... DICK BEARD, deputy assistant secretary, was elected unanimously and by acclamation as chairman of the Organization for Economic Cooperation and Development's committee for information, computer and communications policy, in Paris, March 13 ... Mr. Holmes met with ARNOLD DJIWATAMPU, director of telecommunications services of the Indonesian ministry of posts and telecommunications. Mr. Djiwatampu extended an invitation for Mr. Holmes to visit Indonesia for discussions on the International Telecommunications Satellite Organization, International Maritime Satellite Organization and International Telecommunications Union issues.

At the National Cable Television Association's convention in New Orleans, Mr. Holmes delivered a speech, "The Globalization of Television," before a select group of approximately 180 executives in the cable industry ... The bureau's MICHAEL FITCH, who is the U.S. delegation's executive director for policy at the International Telecommunications Union's World Administrative Radio Conference, participated as the lead panelist at the Land Mobile Expo Conference, in Anaheim, Calif., on U.S. preparations for the 1992 negotiations. Mr. Holmes participated in the Annenberg's Washington Program global telecommunications roundtable and presented remarks on "Obstacles to Global Telecommunications Networks." ... At an "Emerging Links Conference" in Houston, he gave the keynote address, "Global Telecommunications in Transition: A Partnership for Progress," to a meeting of ministers of telecommunications from developing countries ... Mr. Bleakley chaired the meeting on "Human Resources Development" and gave the opening address ... The bureau's NEDRA HUGGINS-WILLIAMS, who participated in the conference's planning, was a liaison and U.S. Government resource for foreign ministers of communication and other officials attending the conference ... Mr. Clark, with counterparts from the Federal Communication Commission and National Telecommunications Information Administration, started preliminary planning for eastern European telecommunication



(From the Embassy Vienna post newsletter)

BUREAU NOTES

projects for fiscal year 1992 ... Mr. Bleakley, Mr. Beard and others participated in an AT&T briefing on strategic directions in global telecommunications. □

International Narcotics Matters

Assistant Secretary MELVYN LEVITSKY appeared before the House Foreign Affairs Committee task force on international narcotics control, to testify on the 1991 international narcotics control strategy report, on March 5, 7, 12 and 13 ... He testified March 19 before House Appropriations' Subcommittee on Foreign Operations, on the budget and international narcotics ... He had press briefings at State and at USIA on the strategy report ... He appeared on three "Worldnet" programs with South American countries, and also spoke at the Heritage Foundation's Mexico working group meeting, on the narcotics program ... He appeared on CBS' "Nightwatch" with Senator JOHN KERRY (D.-Mass.), and taped a program with Mexican television.

Senior analyst RAYBURN HESSE chaired the U.S. delegation to the meeting of Working Group 3 of the Financial Action Task Force, in Paris, March 18-20. The group developed plans for continuation of the task force, including creation of a secretariat and a procedure for monitoring/evaluating the progress of participating nations ... Mr. Hesse participated in the international visitors program at Meridian House, explaining international financial crimes to guests from two dozen countries.

Program officer ELIZABETH CARROLL represented the bureau on the U.S. delegation to the ninth session of the Organization of American States' Drug Abuse Control Commission, in San Juan del Rio, Queretero, Mexico, March 4-8 ... While in Mexico, she inspected the new aviation maintenance facility in Guadalajara, which will be used to service aircraft used by the Mexican attorney general's office in counternarcotics activities. The bureau, through the narcotics affairs section at the U.S. embassy in Mexico City, played a major role in construction of the facility.

During the week of March 11, the bureau sponsored a two-day internal management control seminar in Mexico City, attended by 28 Department staff members from five Central American and Caribbean posts. The participants included narcotics affairs officers, budget and fiscal officers, Foreign Service national accountants and general service officers. This was the third seminar sponsored by the bureau to improve management control of the bureau international narcotics control program. An additional day was added to the seminar to include a forum for discussion of financial management and procurement issues, under the tutelage of Office of Controller personnel; GEORGE RECACHINAS, budget officer and procurement; and Technical Services Division chief TIMOTHY HENDERSON. CHRIS SAGER, Office of the Procurement Executive, provided guidance ... During the week, GEORGE RECACHINAS, TIMOTHY HENDERSON and CALVIN WATLINGTON

conducted a review of Mexico narcotics affairs section financial and procurement procedures and practices.

People: New arrivals: Procurement and Technical Support Division, MARY JO ROBERTSON, secretary; Policy, Planning and Evaluation Staff, DAVID HAVILAND. □

International Organization Affairs

Assistant Secretary JOHN R. BOLTON accompanied the Secretary to the Turkish border with Iraq, to assess the situation of displaced Kurds and determine how their needs could be met by the international community. At the request of the Secretary, Mr. Bolton had stopped beforehand in Geneva to consult with international organizations on the humanitarian emergency caused by internal Iraqi unrest. He returned to Geneva to consult with his counterparts from major Western donors to the United Nations ... In the Department, Mr. Bolton addressed leaders from the American Jewish Committee on the UN role in the Middle East and on repeal of General Assembly Resolution 3379, which equates Zionism with racism ... Principal deputy assistant secretary JOHN WOLF traveled to Paris, Brussels, Vienna and Quito, March 21-25, for consultations with host governments on the Security Council resolution on the Gulf.

The UN Human Rights Commission met in Geneva, January 28-March 8. U.S. representative J. KENNETH BLACKWELL served as head of delegation. TOM STEELE, Office of Human

Rights and Women's Affairs, was an adviser to the delegation, February 10-March 8 ... The UN Commission on the Status of Women met in Vienna, February 27-March 8. JULIETTE McLENNAN served as head of delegation. SHARON KOTOK, Office of Human Rights and Women's Affairs, was an adviser ... BEVERLY ZWEIBEN, officer-in-charge of human rights and deputy director, Office of Human Rights and Women's Affairs, briefed Department interns, March 28, on the role of human rights in U.S. foreign policy.

MICHAEL J. McCAMMAN, Office of Social and Refugee Affairs, attended the Committee on Information session, April 3-19, in New York ... RONALD L. KATES, international economist, Office of Economic Policy, served as an alternate head of the U.S. delegation to the 47th annual session of the Economic and Social Commission for Asia and the Pacific, in Seoul, Korea, April 1-10 ... PORTIA McCOLLUM, international economist, same office, attended as an adviser to the 46th annual session of the Economic Commission for Europe, in Geneva, April 9-17 ... JOAN E. GARNER, Office of Technical Specialized Agencies, served as an adviser to GERALD B. HELMAN, U.S. member of the High-Level Committee on the Structure and Functioning of the International Telecommunication Union, at the committee's fourth meeting, February 18-March 1, in Geneva ... JAY R. GRAHAME, officer-in-charge of the Afghanistan coordinating unit, Office of UN Social and Refugee Affairs, traveled to New York for consultations with personnel of the U.S. mission to the United Nations, and to attend the



INTERNATIONAL ORGANIZATION AFFAIRS—Congressional affairs officer Barry F. Gidley receives Superior Honor

Award from Assistant Secretary John R. Bolton. With them is Mr. Gidley's wife, Nancy.

conference of Afghanistan humanitarian support organizations, February 8-11 ... He attended an international studies seminar sponsored by the Massachusetts Institute of Technology at the Foreign Service Institute, March 11-12.

People: BARRY F. GIDLEY has transferred from Congressional Affairs to the Organization of American States. □

Legal Adviser's Office

EDWIN D. WILLIAMSON, legal adviser, traveled to The Hague for Iranian claims discussions. ... He traveled to New York to meet with Ambassador THOMAS PICKERING; accompanying him was MICHAEL J. MATHESON, principal deputy legal adviser ... RONALD J. BETTAUER, assistant legal adviser for international claims and investment disputes, traveled to London and The Hague for U.S.-Iranian claims settlement negotiations; accompanying him were JO BROOKS and CLIFTON M. JOHNSON, attorney-advisers, same office ... EDWARD R. CUMMINGS, assistant legal adviser for politico-military affairs, traveled to Geneva to attend the International Committee of the Red Cross meeting on the law of war and conventional weapons ... JOHN R. BYERLY, assistant legal adviser for African affairs, traveled to Lisbon to participate in Angolan peace talks.

SUSAN BINIAZ, assistant legal adviser for European and Canadian affairs, traveled to Strasbourg to attend a Council of Europe meeting of experts on public international law ... ELY MAURER, assistant legal adviser for educational, cultural and public affairs, was recognized in a recent ceremony for his 50 years of service with the Government ... PHILIP C. BOBBITT, counselor on international law, traveled to New York to attend meetings at the Council on Foreign Relations ... He traveled to Austin, Tex., to attend a conference on diplomatic history ... HAROLD S. BURMAN, attorney-adviser, Office of Private International Law, traveled to New York to attend a study group on international electronic funds transfers ... He traveled to Williamsburg, Va., to attend a meeting of the American Bar Association law section ... JULIE OETTINGER, attorney-adviser, Office of Law Enforcement and Intelligence, traveled to Panama to discuss implementation of a mutual legal assistance treaty ... PAULA BARTON, attorney-adviser, Office of Buildings and Acquisitions, traveled to Conakry for meetings with representatives of the government of Guinea ... She traveled to Freetown for work on the U.S. Claims Court case, *Al Kurdi v. United States* ... Ms. Barton's final stop was in Kinshasa, where she met with post personnel in an attempt to resolve problems with the local guard contract.

People: Joining the bureau recently were CECILE DOBSON, secretary, and WOLDOYMYR SULZYNSKY, attorney-adviser assigned to the Office of Politico-Military Affairs ... GEOFFREY R. WATSON, attorney-adviser, Office of Near Eastern and South Asian Affairs, accepted a post at Puget Sound Law School. □

Legislative Affairs

STEVEN K. BERRY, principal deputy assistant secretary, with approximately 130 members of Congress, traveled to Princeton, March 14-16, to attend a conference sponsored by the Congressional Institute ... LORNE CRANER, deputy assistant secretary (Senate), accompanied Senators JOHN MCCAIN (R.-Ariz.) and PHIL GRAMM (R.-Tex.) to Hanoi, Saigon, Phnom Penh, Vientiane and Bangkok, March 30-April 8 ... WILLIAM McHENNY has replaced ERIC LIEF as director of the Office of Legislative Operations ... ROXANNE REED, congressional relations specialist, participated in the 102nd Congress Constituent Resource Exposition, on Capitol Hill, April 1 ... PAUL RADEMACHER has joined the office as head of the Congressional Correspondence Unit. □

Medical Services

Dr. LARRY BROWN temporarily left his position as director of foreign programs to travel to Kinshasa, Lagos, Abidjan, Bamako and Dakar, March 21-April 3, for evaluations of Department programs at those embassies ... Dr. EMIL VON ARX, deputy medical director; with Dr. JOHN BEAHLER, director of the quality assurance program; Dr. FRANK KEARY, assistant director for domestic programs; ARLYNE HEERLEIN, director, Foreign Service nurse program; MARJORIE HARWOOD, assistant director, foreign programs; and ANNE SALOOM, deputy director, nurse program, attended the seminar, "Quality Counts: Measuring and Improving the Quality of Health Care," on March 2, at George Washington University ... Foreign Service nurse practitioner PATTI BEITH accompanied a patient from Paris to Washington, and flew back immediately to Paris, March 10.

Dr. EBEN DUSTIN, retired regional medical officer and former medical director, left for Monrovia, March 20, to replace Dr. W. FERGUSON REID as a rehired annuitant, providing medical coverage there for about six weeks ... Friends and former colleagues of Dr. DEAN HUTCHINSON, retired Foreign Service physician, greeted him on his visit to Medical Services, March 18, as he shuttled between his residences in Florida and Maine ... From his temporary assignment in Medical Services while on continued evacuation status from Sanaa, Dr. JOHN CHRISTENSEN traveled to Havana for a medical visit, March 24-28 ... Foreign Service nurse practitioner COLLEEN WARDLAW, having departed from Lilongwe in February, was pursuing Russian language studies at the Foreign Service Institute in preparation for her next assignment to Moscow ... The staff of Medical Services said farewell to Foreign Service nurse practitioner WENDY DITCHKUS on her resignation from the Foreign Service, March 22, in New Delhi.

Regional medical officer TERRY MERKIN consulted in the Office of Medical Services upon accompanying a patient from Lagos, March 26 ... En route to her new posting in New Delhi, following continuing medical education in

Honolulu, April 8-15, was Foreign Service nurse practitioner CHARLENE BURNS, who had taken Hindi language training at the Foreign Service Institute ... On March 27 Dr. STEPHEN H. KING, medical director, Agency for Health Care Policy and Research, U.S. Department of Health and Human Services, addressed the medical and nursing staff of Medical Services, on medical guidelines and quality assurance ... Regional medical officer MICHAEL NESEMAN consulted in Medical Services, March 18-21, after accompanying a patient to Washington from Colombo ... ROSEMARY HENRICK, registered nurse, former Embassy health unit contract nurse and, recently, contract nurse in Medical Services' examination clinic and for the quality assurance program, has left the Washington area to reside in Albuquerque. □

Oceans and International Environmental and Scientific Affairs

Assistant Secretary CURTIS BOHLEN headed the U.S. delegation to the second preparatory meeting for the June 1992 UN Conference on Environment and Development, in Geneva, March 18-April 5 ... Principal deputy assistant secretary RICHARD J. SMITH and ROBERT RYAN, recently-appointed U.S. coordinator for the conference, were alternate heads of delegation ... Also participating were ELEANOR SAVAGE, director, Office of Ecology, Health, and Conservation, and R. TUCKER SCULLY, director, Office of Oceans Affairs. The conference will be a landmark effort to set the global environmental agenda into the next century, and to address the integration of environmental concerns in the economic development process.

Principal deputy assistant secretary Smith, chief negotiator for acid rain talks with Canada, accompanied PRESIDENT BUSH's delegation to Ottawa, March 13, for signing of the U.S.-Canada air quality accord by the President and Prime Minister BRIAN MULRONEY. The agreement addresses longstanding concerns over transboundary air pollution and sets a framework for cooperation ... MINERVA ROJO, Office of Environmental Protection, and SUE BINIAZ, Legal Adviser's Office, attended the signing ... On March 14-16 in Cambridge, Mass., RICHARD E. BENEDICK, on detail as senior fellow of the World Wildlife Fund, participated in a Kennedy School executive session on climate change negotiations and a transitional legal regime for an international accord.

ROBERT A. REINSTEIN, deputy assistant secretary for environment, health and natural resources, led a U.S. delegation to discuss the economic aspects of climate change with the European Commission, March 11-12, in Brussels ... Immediately thereafter, DANIEL A. REIFSNYDER, director of global change, joined Mr. Reinstein in Geneva for the fifth plenary of the Intergovernmental Panel on Climate Change, March 13-15, which was devoted primarily to the panel's future work plan ... JEFFREY A. MIOTKE, Office of Global Change, participated

BUREAU NOTES

in both meetings ... The director of the Office of Ecology, Health and Conservation, ELEANOR SAVAGE, headed the U.S. delegation to the first negotiating session on the global convention on biological diversity, February 25-March 6, in Nairobi, Kenya.

RICHARD J.K. STRATFORD, deputy assistant secretary for nuclear energy and energy technology affairs, was the head of the U.S. delegation to the nuclear suppliers meeting in The Hague, March 5-7. Representatives of 26 countries reviewed conditions for peaceful nuclear supply in accordance with nuclear supplier guidelines. Other participants included SAM THOMPSON, special assistant to Ambassador-at-Large RICHARD T. KENNEDY; CARLTON E. THORNE, director, the Office of Export and Import Control, and CARLTON STOIBER, director, Office of Nonproliferation and Export Policy ... In a separate meeting, Mr. Stoiber met with British, Dutch and German officials, March 8, for informal discussions on the agreement under negotiation with those governments concerning a uranium enrichment project in the United States.

NANCY O'NEAL CARTER, coordinator for population affairs, was alternate U.S. representative to the 26th session of the UN Population Commission, in New York, February 27-March 8 ... DONALD BRUCE ANDRUS, deputy coordinator, was adviser to the delegation ... The commission approved a resolution recommending that the UN secretary general continue to give priority to monitoring of world population trends and policies, and make population reports available to the 1992 UN Conference on Environment and Development.

DAVID A. COLSON, deputy assistant sec-

retary for oceans and fisheries affairs, traveled to Honiara, Solomon Islands, March 6-15, to attend the South Pacific tuna treaty annual review and renegotiation of the treaty. Accompanying him were BRIAN S. HALLMAN, deputy director, Office of Fisheries Affairs, and DONNA DARM, Legal Adviser's Office ... On March 1 Mr. Colson signed on behalf of the United States an agreement with France relating to fishing in the economic zones of the French overseas territories. The agreement was signed in Washington following three days of negotiations ... An inter-agency delegation led by LARRY L. SNEAD, director, Office of Fisheries Affairs, as chief negotiator met with a delegation from Taiwan, March 18-21, in Honolulu, and concluded in an ad referendum agreement on enforcement and monitoring of Taiwan's driftnet fleet. The Department's Coast Guard liaison officer, Lieutenant PETER DeCOLA, participated.

Negotiations on the U.S.-Indonesia agreement for cooperation in scientific research and technological development were held at the Department, March 26-27. JOHN BORIGHT, deputy assistant secretary, science and technology affairs, headed the U.S. delegation. It was expected that the new agreement, which includes provisions on intellectual property rights, would be signed by D. ALLAN BROMLEY, science adviser to the President, and Professor B. J. HABIBIE, Indonesia's minister for research and technology, for Indonesia ... KENNETH HODGKINS, Office of Advanced Technology, was the U.S. alternate representative to the 30th session of the legal subcommittee of the UN Committee on the Peaceful Uses of Outer Space, in New York, March 25-April 12.

MARTIN PROCHNIK, director, Office of

Cooperative Science and Technology Programs, led a delegation to China, March 1-4, for the third round of negotiations on the amendment of the U.S.-China science and technology agreement, including provisions for the protection of intellectual property rights ... He later chaired the second annual meeting of the U.S.-Hungary Science and Technology Joint Board, in Washington, March 20-25 ... Joint scientific research is carried out between Hungary and the United States under a bilateral agreement signed in 1989 as part of President Bush's East European initiative ... Accompanied by JAMES W. LAMONT, same office, Mr. Prochnik led a delegation of 10 U.S. Government agencies to Caracas for an April 3-4 bilateral science and technology review meeting with all key Venezuelan ministries. □

Personnel

Director general EDWARD J. PERKINS, with ATIM OGUNBA, Bureau of African Affairs; LARRY DAKS, Office of Recruitment, USIA; and MYRON GOLDEN, director, AID's Office of Central and Coastal West Africa Affairs, represented their agencies at a career conference in Baton Rouge, February 1-2. Southern University hosted and financed the event, which was organized by diplomat-in-residence DAVID SHINN. Ambassador KOFI AWOONOR, Ghana's permanent representative to the United Nations in New York, was the keynote speaker. The program included presentations, on working and studying abroad, by students and experts in international education. Peace Corps deputy director BARBARA ZARTMAN led a discussion on opportunities in the corps. Mr. Perkins gave the principal address at the closing luncheon.



BATON ROUGE, La.—At Southern University conference, from left: AID's Myron

Golden, diplomat-in-residence David Shinn; Bureau of African Affairs' Atim Ogunba.



Director general Edward Perkins at the closing session.



OFFICE OF THE DIRECTOR GENERAL—At length-of-service ceremony for the Department's long-time veterans, from left: *Rose Gorzkowski, 54 years; Ely Maurer, 52; Jeanne M. Browning, 45; Harvey J. Winter, 50; Igor N. Belousovitch, 41; Bernice E. Gillespie, 40;*

Dorothy P. Botts, 40; director general Edward J. Perkins; Mary Ann Griffin, 40; Herman Seidler, 50; Dorothy E. Cheever, 56; Helen Marichak, 45; Ernest A. Douglas, 40; Nathan A. Reynolds, 40.



BUREAU OF PERSONNEL—At opening of the bureau's Remote Automated Reproduction and Collating System Center, which duplicates and sorts incoming telegrams, from

left: *Evelyn Manning; Larry C. Williamson, deputy assistant secretary; and Pamela Bundy.*

The conference was the university's contribution to a broad effort by historically black colleges to encourage African-Americans to seek careers and study opportunities in the field of international affairs, particularly with State, USIA and AID. Some 200 African-American students and faculty attended the two-day event. In addition to a large group from Southern, there were participants from Texas Southern, the University of Arkansas at Pine Bluff, Tougaloo College in Mississippi and Grambling State, Dillard, Xavier and Louisiana State Universities, all in Louisiana. □

Public Affairs

Office of Public Liaison: In support of the Department's observance of Women's History Month in March, the office scheduled four national women's groups for foreign policy briefings and Eighth Floor events—Leadership America, March 3-5; Joint Political Action Committee, March 3, 5 and 7; Financial Women's Association of New York, March 3-14; and a special briefing for women leaders, cosponsored with the American Association of Retired Persons, March 3-15.

Office of Public Communications: Senior policy adviser N. STEPHEN KANE supervised production of press kits in support of SECRETARY BAKER's postwar trip to the Middle East and the Soviet Union, March 7-17 ... Public affairs officer GLORIA BEASLEY has assembled a Persian Gulf background information kit, which includes speeches by the President and Secretary, summaries and texts of all relevant UN resolutions and profiles of the countries in the region. The kit is being widely distributed at in-house conferences and briefings—and at outside speaking engagements by Department officers ... Public affairs officers JUANITA ADAMS and SUSAN HOLLY, working closely with the Department counselor's staff and the Bureau of Inter-American Affairs, have developed new fact sheets, policy summaries and key contacts lists, to support the administration's efforts to negotiate a North American free trade agreement with Canada and Mexico. This information is being used to support speaking engagements—and is being widely distributed by the White House, U.S. trade representatives and other agencies ... Team leader supervisor PETER KNECHT received the bureau's equal employment opportunity award from Assistant Secretary MARGARET DEB. TUTWILER for his efforts to make State publications more relevant to women and minorities.

Office of Press Relations: Press officers DAVID DENNY and ADAM SHUB briefed individual visitors and groups on press operations at the Department. Among the visitors were JANUSZ PICKLAK, media adviser to Polish President LECH WALESIA; MARK VECKFORD, deputy press attaché to the prime minister of the Bahamas; CARLOS ORELLANA, press secretary to the Peruvian president; foreign journalists groups; and Foreign Service and Civil Service training groups ... The office welcomed SUZANNE VOLPE in March ... ADAM SHUB, a press officer, departed for an assignment at Embassy Caracas. □



WELLINGTON, Sierra Leone—Ambassador Johnny Young (dark suit) visits Liberian refugees, to deliver food and clothing donated by U.S. mission personnel.

Refugee Programs

PRINCETON N. LYMAN, bureau director, testified before the House Appropriations' Subcommittee on Foreign Operations; the House Foreign Affairs Committee's Subcommittee on International Operations; and the Senate Foreign Relations Committee's Subcommittee on Terrorism, Narcotics and International Operations ... Mr. Lyman and ROBERT L. FUNSETH, senior deputy assistant secretary, held meetings with CORNELIO SOMMARUGA, president, International Committee of the Red Cross, to discuss its activities in the Gulf, Africa and Southeast Asia; and ILTER TURKMEN, commissioner general, UN Relief and Works Administration ... Mr. Lyman met with UN officials JAMES GRANT, executive director, children's fund, to discuss planning for humanitarian assistance in the Gulf. Mr. Grant was accompanied by RICHARD REID, the children's representative in Amman, Jordan ... Mr. Lyman met with the recently-arrived South African ambassador to the United States, HARRY SCHWARZ. Attending the meeting were South African first secretary

PETER OOSEN; State's deputy assistant secretary for international assistance, SARAH E. MOTEN; program officer LOIS A. CECSARINI; and South Africa desk officer MARY GRACE MCGEEHAN ... The Burundi ambassador to the United States, JULIEN KAVAKURE, accompanied by counselor WILLY NTUNZ-WENIMANA, called on Mr. Lyman to discuss the repatriation of Burundi refugees. Attending this meeting were Ms. Moten, program officer DINA M. ESPOSITO and Burundi desk officer CHARLES NEARY ... The Djibouti ambassador, ROBLE OLHAYE, and the Turkish ambassador, NUZHET KANDEMIR, called on Mr. Lyman.

Mr. Lyman represented the Department at meetings in Geneva sponsored by Australia, Canada and the United Kingdom, to review the comprehensive plan of action for Southeast Asian refugees ... He addressed the Center for Migration Studies's 14th annual national legal conference on immigration and refugee policy, and the Lutheran Immigration and Refugee Service's annual meeting ... He participated in a "Face-to-Face" discussion at the Carnegie Endowment International Center, on the occasion of JONAS WIDGREN's visit to the United States for a series of lectures and presentations on East-West migration and refugee issues. Mr. Widgren is the coordinator for informal consultations on European asylum issues, Office of the UN High Com-

missioner for Refugees.

Mr. Funseth briefed the executive directors of the refugee voluntary agencies in New York on the refugee situation, and represented the bureau at the installation of the new executive director of the Lutheran Immigration and Refugee Service ... PRISCILLA A. CLAPP, deputy assistant secretary for refugee admissions, met with voluntary agencies in New York regarding new changes in the Orderly Departure Program, and discussed Moscow refugee processing ... Ms. Moten attended a briefing and luncheon at the United Nations on "Making Women Count in the Nineties." ... BETSY A. FITZGERALD, JAMES G. WILLIARD, KAREN L. MCCARTHY and CYNTHIA DAVIS, program officers, monitored voluntary agency resettlement of refugees in California and Oregon ... PAULA R. LYNCH, program officer, Office of International Refugee Organizations, attended a symposium at Oxford University and participated in Geneva in meetings with international private voluntary organizations.

Visiting the refugee bureau recently were Ambassadors DANIEL O'DOHOHUE (Thailand); JOHN C. MONJO (Indonesia); PUNCH GREEN (Romania); MORTON I. ABRA-MOWITZ (Turkey); KATHERINE SHIRLEY (who is the ambassador-designate to Senegal); and JOSEPH O'NEIL (deputy chief of mission, Sudan). ■

Letters to the Editor

—(Continued from Page 1)

simple to understand as possible. It certainly should not penalize people for honest mistakes brought about by their dependence on expert advice.

So how does it happen that the Department needs articles in its newsletter warning its employees about financial disaster? I think it is because the regulations were written before airline fare deregulation and before "city pair" contract days. Like the Foreign Affairs Manual section that still quotes the rules for reimbursement for steamer chairs, cushions and rugs, it hasn't been revised since sailing days. In the old days, an air fare was an air fare. It didn't matter whom you called because the price of a ticket from point to point was pretty much the same. It was difficult to get into trouble unless you were really trying to pull a fast one. That's who the rules and regulations were meant to catch, the people who were trying to get away with something. Then along came airline deregulation, fare wars, low-cost tickets and the ever-popular "city pairs." A net made to ensnare malefactors was cast so wide that it now entraps the innocent as well.

It is not as easy as Ms. Cross-Najafi makes it sound, especially if you are stationed in Chiang Mai or live in Natchitoches. It was reported in a recent transportation trade journal that the airline guides had to make over 2.5 million changes in routes, rates and fare structure during the Gulf crisis. It is just not reasonable to expect someone not in the business to keep up with all the changes. The real injustice is that the employee is held to be liable even if an administrative expert has been consulted at post. Yes, the law says that the Government is not to be held responsible for the actions of its agents, but that doesn't make it just; it just makes it the law.

If I, as an administrative officer, cannot be depended upon to give my colleagues in other functions sound, accurate information, why should they be held accountable to know that which I don't know? If the political officer at post reports erroneous information, or the consular officer issues a passport in error, I as the administrative officer incur no penalty. Why should the political officer be expected to know my job better than I do and, failing that, pay a penalty for my error? I suggest that the regulations should be revised to reflect the changed times, rather than articles written on how to avoid the pitfalls of the bureaucratic jungle. It should be much easier to make the rules

Anapestic Assignments

By ebp

*There was a person assigned to
Canberra,
Which then was changed to the post at
Honiara,
The address of which is "Mud
Alley,
Solomon Islands" (see
Rand-McNally),
Her mail for two years to be sent in
care-a! □*

The limerick: a lament

COUNTY DUBLIN, IRELAND

DEAR EDITOR:

I have been shocked by the cacophony of some of the limericks you have recently published. I cite the rough flow of Anapestic Assignments among letters to the editor in the March issue apologies to author ebp.

Perhaps I take the matter too seriously, sharing as I do a country where the limerick (allegedly) originated, barely 125 miles from where I sit at this writing. But it seems to me that a limerick must flow smoothly, with the first two lines having three poetic feet, the next two with two feet, while the last line returns to three iambs.

Also, the accents must assist in the flow. So I have devised the following for the guidance of limerick composers:

*The rule for an acceptable limerick
Is: iambic and flow must be rhythmic.
If these are disturbed,
One's rightly perturbed,
For the jolt can be quite cataclysmic.*

Now let's apply this to Anapestic Assignments:

*An FSO assigned to Brazil
Found the prospect gave her a thrill.
But when rejected by MED
Was heard to have said:
The thought of not going makes me ill.*

See?

Sincerely yours,
BOB CHALKER □

simple, rather than require everyone to know complex rules.

Just look at what Ms. Cross-Najafi regards as a few simple rules. She says look at the ticket. It will have a designator. A BCA, HCA, MCA, QCA, VCA or maybe YCA. Is that all? It takes travel agents several months of schooling to learn what this all means, and even at that they don't always get the lowest fares. Look also at the four cost-construction examples

provided in the article. How many secretaries, consular officers or ambassadors have the time, knowledge or the inclination to do those calculations? In the example, the greatest total mileage from Washington to Sofia is via Rome. Yet that routing has the lowest overall cost, in spite of its having the highest per-mile cost from the interchange point to the destination city.

Just for starters, couldn't the rules be changed to say: "If you get your ticket from an authorized source (the embassy administrative section or the Transportation Division in the Department), you may presume that it is a correct routing." That would put the administrative onus where it belongs, on the administrative section, not on the traveler. The rules, after all, are made to insure that prudence and good judgment are exercised, not to mete out nonjudicial punishment to the unwary. There would still be more than enough other regulation remaining, such as making false statements, misappropriation of funds, etc., to punish real wrongdoers.

Our job as administrators should be to make life easier for our colleagues, not to fob off our responsibilities on them. It is difficult enough to uproot your family and move halfway around the world, without the worry of wondering whether your new budget and fiscal officer is going to sock you up for five grand because somebody else said your ticket was O.K., and it wasn't.

Sincerely,
CLIFFORD W. MECKLENBURG
Administrative officer
European Logistical Support Office □

'Your wallet'—Fire 2

ROSSLYN, VA.

DEAR EDITOR:

Once and for all, any notion I might of harbored that State officers were hired to represent the United States, report on international issues, negotiate agreements, manage consular sections as mandated by law, tend to the health and security of those who serve abroad, etc., has been stamped out ("Your Wallet" article, March issue). I now know that we are all sent out to be travel specialists. It is a logical conclusion, since we cannot avoid travel and since we are personally responsible for these expenditures. What a waste of employee time at home and abroad, to say nothing of the time spent teaching these people to use foreign languages, be better managers, carry out consular requirements, operate sophisticated computers, etc. It is no wonder that many of our number have

PAN AMERICAN		7250:487:074	
FLIGHT COMPON 1		AD7LAD CITY AMERICAN EXPRESS	
13FEB71		REGUAN	
WASHINGTON DULLES PA 106		17FEB 430P OR YCA	
LONDON HEATHROW			
USD 3165.00		BAS PA X/LON348.00 BA JNB N1101.2V LH FRA N1378.08 PA	
6.00US		338.00NJC3165.34END ROE1.00000	
2.50DE			
XU 10.00			
0011/D23130		1026 7250487074 2 □	
51530985006		4268	
		KCC8888 IN0080402	

become regulations and Foreign Affairs Manual junkies, to the detriment of the responsibilities we have been hired, trained and paid to perform. It's a matter of survival!

While serving as a general services officer and later as an administrative officer in a bureau executive office, I took responsibility for and professional pride in advising my colleagues about those areas for which I was responsible. When I go overseas this summer, it will be to work in a large immigrant and refugee program. I have studied long and hard so that I may acquit myself well. This has included a year of incentive language training.

What a waste on my part and on the Department's tight budget. I could have taken the travel course and gone to post immediately. Most administrative officers have not been offered nor did they seek the training needed to run the kind of immigration program that I have been assigned to manage. Now they have been told that they are not even qualified to take responsibility for their own area of expertise—travel.

The issues of contract fares, city-pair linking, etc., further boggle the mind. I now discover that during home leave or rest and recreation, I may not be able to visit my children in New York and Washington state (my home), my father in Florida, my in-laws in New Jersey and/or brother-in-law in Oklahoma *even if I add my own funds*. Will I have time to fly directly to Seattle, then make another complete round trip across the country and return to post rested, recuperated and in time to allow another officer the same privilege? This does not even address the question of how such arcane information is to be acquired by each of us in the far reaches of the world, especially given the airlines' present record of stability.

When I spoke to an international career day symposium at a large state uni-

versity graduate school recently, the many participants were knowledgeable and concerned about what they considered to be the negative aspects of Foreign Service life. One of those was the lack of professionalism accorded to all levels of personnel in the Service. It is not easy to make one of the most wonderful and potentially exciting and challenging career opportunities, set aside for only the "best and brightest," sound unprofessional.

I can't wait for next month's "Your Wallet" article, because there is still time for more training.

Professionally yours,

ELLEN GOFF

Foreign Service Institute
Vietnamese language section □

'Your wallet'—Fire 3

WASHINGTON

DEAR EDITOR:

America is proudly proclaiming the achievements of its armed forces in the Persian Gulf region—a first-class operation, won by first-class federal employees, given first-class training, first-class equipment and first-class motivation. All the more ironic that at this time Rowena Cross-Najafi's article on official travel in the March issue serves up yet another

Posted to Pooch

WASHINGTON

DEAR EDITOR:

Some people may think the Department is going to the dogs. The locator office in the Foreign Service Lounge, where I work, recently received a letter addressed: Department of State Pooch, Washington, D.C. 20521.

We forwarded it to Rover.

Cordially,

MARY NELL HANKS □

defense of second-rate, mediocre and just plain cheap administrative services. Almost cheerfully, the author admonishes us to accept the almost masochistic travel regulations we have imposed on ourselves during the past 10 years . . .

One hardly needs to be a management genius to understand that doing things on the cheap is not synonymous to doing things properly, responsibly and well. The purpose of administrative services is to facilitate top employee performance and motivation. Such a concept is hardly reflected in the dull, bureaucratic pronouncement in Ms. Cross-Najafi's article that "the Government won't pay more than the cost of the least expensive ticket."

On cursory examination of Foreign Service travel regulations, there actually appears to be no such rule . . . Ms. Cross-Najafi . . . only lends weight to the argument of some who claim that Foreign Service management is indeed an oxymoron.

Let's face it. Our travel regulations are a compendium of short-sighted management practices and needlessly complicated and wasteful bureaucratic procedures or laws. "Fly America" openly contradicts the concept of free enterprise and open competition, which we so proudly proclaim at home and abroad. Rather than complacently accepting it as the law, we should be working diligently, constructively and aggressively with Congress to get it repealed.

Our seeming inability or unwillingness to press this issue on the Hill is matched only by our uncanny knack overall for regulating ourselves to a virtual standstill for fear that, if we don't do it, Congress will. Major private corporations, who know far better than we how to keep an eye on the bottom line, all have travel policies which facilitate appropriate and comfortable business travel, not hinder it. The arrival of the business traveler in a condition to do work is considered more important than saving an extra percentage of the ticket price . . .

Daily, at airports around the world, rumped lumps of U.S. Government humanity pile out of the rear of aircraft, behind bright-eyed and rested private-sector executives who weathered their flight in business or first-class. Aside from the obvious effect on the job performance of Government employees, there is the equally devastating impact on morale. But while our political leadership talks of standards of excellence in Government service, Ms. Cross-Najafi tells her colleagues that not even cheap may be quite cheap enough for them.

The President and Congress have made great strides recently toward private-public sector wage comparability. Why not apply some of this same commitment to our efforts in restoring proper Foreign Service travel management? Here are only a few suggestions:

—Discard the notion that cheaper is better.

—Work with Congress to abolish the Fly America Act, a law which rewards inefficiency and poor service, places the safety of Government travelers at risk, and in the end increases rather than reduces cost to the Government.

—Provide official travelers with standard travel accommodations available to business travelers in private industry, i.e., business class.

—Institute voucherless travel and sharply reduce our bloated travel bureaucracy. (This brave and logical idea was discarded only a few years ago as unfeasible.)

—Open up competition for the U.S. Government's travel business to all national and international carriers.

—Permit official travelers to make their arrangements with a travel agency of their choice, the airlines directly or by any other appropriate method. Eliminate long waiting lines in the Department's cramped American Express office and 10-minute waits on the company's information and reservation lines.

Travel in the Foreign Service need not be painful, difficult or demeaning to be cost-effective. In fact, it was not always so. We must be prepared to apply our talents to upgrading this crucial element of support rather than waste time writing articles about why we can't.

Sincerely,
MICHAEL C. POLT
Office of European Security
and Political Affairs □

'Your wallet'—Fire 4

BRUSSELS, BELGIUM

DEAR EDITOR:

I was unpleasantly surprised by the article "Your Wallet" in the March issue. First, I want Ms. Cross-Najafi to know that I have no argument with her. On the contrary, she deserves the thanks of everyone for bringing this irresponsible Government regulation to the fore. Foreign Service travelers have enough to worry about, especially when the travel is in connection with a new assignment.

The glamour of air travel in any class faded away long ago, and in any event

most Foreign Service personnel are herded to the cattle section of the plane along with tour groups, contest winners and other lesser mortals. To think that we might have to pay for such luxury, because the person who should be responsible made a mistake, is deplorable. If an embassy/Department employee (in a travel section, etc.) responsible for arranging travel makes a mistake, it is unfair to lay the blame with the employee. The pill might be easier to swallow if the policy also allowed for payment to the traveler if he/she saved the Government money—such fantasy on my part.

There may be others, but this particular regulation warrants immediate review. Any regulation should be written with the idea of assisting employees rather than with "the stick-it-to-them" character of this one.

Sincerely,
MARK E. MULVEY □

PARIS, FRANCE

Public thanks

DEAR EDITOR:

I'd like to publicly thank the people responsible for a recent innovation—the electronic version of the Department telephone directory that runs on personal computers.

The first edition I saw and used was that of Spring 1990. After it was loaded on my office computer, I was able to find people much more quickly and to be that much more productive. I have just seen the Fall 1990 edition (mail's a little slow these days), and the product is even better. The installation instructions are clearer, "Key Officers of Foreign Service Posts" are included and street addresses of buildings pop up on demand.

Could it be better? Sure: it might be customizable, so that we can add or change entries. (Best, though, if these changes and additions end up in a supplemental file, sort of like the personal dictionary of a spell-check program, so that they aren't lost when a new edition comes out.)

The printed version too has improved tremendously in the last two years. A suggestion for the people preparing it: why not include in the organizational section the last four digits of the zip code of each bureau or office? The zip code charts on Page G-38 are hard to find and hard to use. But, overall, what a slick product compared to the horrors published only a few years ago!

Sincerely,
DOUGLAS V. ELLICE JR., consul
The Office of Information Services

replies: A personal entry section will be available in the spring '91 diskette release. Zip codes will be added as suggested in the fall printed edition. □

Lesson learned?

LAS CRUCES, N.M.

DEAR EDITOR:

It was gratifying to see the two articles in your February issue on the steps taken to protect our personnel in Embassies Kuwait and Monrovia. I applaud the decisions made to evacuate the Kuwaiti embassy when the danger to our personnel outweighed the usefulness of their presence, and to send in the Marines to protect our Liberian embassy from rebel fighting.

The Department must have learned the lesson from the consulate in Stanleyville not being fully evacuated in 1964, when the city faced imminent takeover by anti-American rebel forces. The ambassador's order was for us "to stay and report on rebel activities from behind the lines."

Our subsequent ordeal of imprisonment, beatings, deprivation, humiliation and the constant threat of death as hostages lasted for 111 days. We miraculously survived the agonizingly stretched-out rescue operation. I hope our experience led to the resolve not to repeat it.

Sincerely,
MICHAEL P. E. HOYT □

'Spouse' sensitivity

ROSSLYN, VA.

DEAR EDITOR:

I failed in my last attempt to correct a ridiculous bit of State jargon. "TIP" has not replaced "PIT" as the acronym for temporary intermittent part-timers, but I've now moved on to bigger and badder labels.

The universally despised title "dependent spouse" is my new target. Spouses of Foreign Service officers contribute to the well-being of all overseas posts. I would offer the label "contributing spouse," but the only thing worse than a bad title is a longer one. "First mate" seems a bit informal. However, the term "Foreign Service spouse" is exactly the same number of syllables as "dependent spouse," and it brings spouses into the Foreign Service where they've been all along. (In fact, "foreign" can be slurred into one syllable.)

This isn't a proposal to pay spouses; it's simply a letter to recognize they are not dependent on the Foreign Service.

Sincerely,
TOM ARMBUSTER
Language training (en route to Havana) ■

Obituaries

Roberta B. Bullock, 86, a retired Foreign Service officer, died in Texas City, Tex., on February 21.

Ms. Bullock joined the Service in 1929 and went to Havana as a clerk later that year. She was assigned to Nuevo Laredo in 1942. She went to Veracruz in 1952. In 1956 she became vice consul in Nogales. After serving as consul there, she retired in 1962.

Ms. Bullock was born in Dwyer, N.M., on December 4, 1904. After leaving State, she taught music and worked for the Republican party in Texas. Her survivors include a daughter, Judith McClellan of Dickinson, Tex., three grandchildren and three great-grandchildren. □

Dudley E. Cyphers, 87, a retired Foreign Service officer, died in Allentown, Pa., on December 30.

Mr. Cyphers joined the Service in 1932 and went to Santo Domingo as a clerk later that year. After an assignment in St. John, he became vice consul in Fortaleza in 1943. Then he held Canadian postings in Toronto, Regina, Edmonton, Ottawa and Calgary. He went to Munich as visa officer in 1952. He served as second secretary in Athens before retiring in 1960.

Mr. Cyphers was born in Easton, Pa., on October 24, 1903. He worked as a secretarial instructor and a test engineer before joining State. His survivors include his wife, Bertha Cyphers of Allentown. □

Gerald L. Dusseault, 65, a retired diplomatic courier, died in Raleigh, N.C., on February 22.

Mr. Dusseault joined the Diplomatic Courier Service in 1955. He was assigned to Washington, but he covered the Latin American region extensively during his first tour. Then he was posted to Cairo, where he was a courier in the Middle East region. Next, he was assigned to Athens and Manila. After a final tour as regional courier in Frankfurt, he retired in 1963.

Mr. Dusseault was born in Manchester, N.H., on October 8, 1925. He earned a bachelor's in history from Tufts. He served in the Air Force during World War II. After his tenure at State, he worked as an export manager for an electronics firm in Raleigh. He leaves two daughters, a son, three sisters and two brothers. □



Mr. Dusseault (1963)

Maude Freeman, 78, a retired staff assistant in the Bureau of Intelligence and Research, died of a stroke at George Washington University Hospital in Washington on March 17.

Ms. Freeman began her career as a secretary at the Office of Price Administration in 1941. After a stint at the War Department, she joined State's Thai affairs staff in 1958. She started her career in the Bureau of Intelligence and Research in 1960. After working as secretary there, she was promoted to staff assistant in 1962. She retired in 1975.

Ms. Freeman was born in Leeds, England, on January 18, 1913. She came to the United States as a child and grew up in Portland, Me. She was active for 35 years in the Sawan Kirpal Ruhani Mission, a meditation group. The group held a memorial service for her in Silver Spring, Md., on March 20. She leaves a sister, Jean Freeman of Portland, Ore. □

William Rogers Gray, 58, a Foreign Service officer assigned to Paris, was found dead at his home in Paris on April 2. He had a heart condition.



Mr. Gray

Mr. Gray joined the Service in 1970 and went to Yaounde as budget and fiscal officer later that year. He became first secretary in Vienna in 1974. Next, he served in Brasilia, 1976-79, and Tunis, 1979-83. He went to Kinshasa in 1983. He began his final posting as financial management officer in Paris in 1987. He holds the Department's Meritorious Honor Award.

Mr. Gray was born in Richmond, Va., on March 17, 1933. He served in the Army, 1953-55. He earned a bachelor's in business administration from Boston College. Before his tenure at State, he worked as an accountant for the U.S. Army Audit Agency in Paris and Munich. His survivors include his wife, the former Ingrid Pelzer, a daughter, a son and a brother. □

Betty Dobson Ingersoll, 72, wife of retired Foreign Service officer John Ingersoll, died at Sibley Memorial Hospital in Washington on April 2. She had accompanied her husband on overseas postings to Amsterdam, Madrid, Buenos Aires and London.

A native of Beloit, Wisc., Ms. Ingersoll was graduated from Beloit College in

1940. She worked for the Office of Strategic Services during World War II and as a secretary at the U.S. consulate in Marseilles, 1948-50. In recent years she was a volunteer information specialist at several Smithsonian museums in Washington, including the Air and Space Museum.

Besides her husband, she leaves a daughter and a son. □

James Edward Kiley, 68, a retired Foreign Service officer, died of cancer in Bethesda, Md., on March 23.

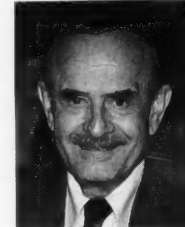
Mr. Kiley joined the Service in 1949 and became consular officer in Auckland later that year. He served in Zagreb, 1953-55. After an assignment at the Department, he went to Tel Aviv in 1960. He was assigned to Calcutta in 1963 and London in 1966. He became chief of the Bureau of Consular Affairs' Public Services Division in 1971, and deputy director of the Office of Special Consular Services in 1977. His last position before retiring in 1981 was that of consul general in Rome.

Mr. Kiley was born in South Dakota on December 17, 1922. He attended George Washington University. He served in the 2nd Armored Division in World War II, receiving two Purple Hearts and a Bronze Star. He retired from the Army Reserves as a major in the 1960s. He worked as a real estate property manager after his tenure at State. Besides his wife, Mary Ann Kiley of Bethesda, he leaves two sons, two daughters and three grandchildren. □

Charles J. Molfetto, 74, a retired Foreign Service officer, died from complications of a stroke in Miami on February 16.

Mr. Molfetto joined the Service in 1954 and went to Naples later that year. After a detail in Trieste, he was assigned to Hong Kong in 1956. Next, he went to Jakarta for AID, where he became public safety administrator in 1959. After a tour in Karachi, he was public safety administrator in Bangkok, 1969-74. He retired in 1974 but continued to work as a consultant at State until 1982.

Mr. Molfetto was born in New York on August 11, 1916. He was an Army captain in Europe during World War II. After the war, he served as military governor of Grado, an island near Trieste. His survivors include his wife, Nella Molfetto of Miami,



Mr. Molfetto

a son, a brother, two sisters and a grandson. □

Thomas H. Linthicum, 78, a retired Foreign service officer, died after heart surgery in San Diego on January 20.

Mr. Linthicum joined the Service in 1944 and became administrative officer in Shanghai in 1946. He was assigned to Manila in 1949 and went to The Hague later that year. Then he served in Baghdad, 1952-54. After an assignment in the Department, he went to Brussels in 1957. He became executive director of the Bureau of Inter-American Affairs in 1960. He was consul general in Guadalajara, 1962-64. His final posting was to Canberra in 1965. He returned to Washington and retired in 1967.

Mr. Linthicum was born in Scranton, Pa., on September 20, 1912. He attended Clark University, New York University and Harvard. He leaves his wife, Christine Linthicum of San Diego, a son, two daughters and eight grandchildren. □

Joy L. Rogers, 58, a Foreign Service secretary assigned to Istanbul, died of a heart attack there on March 27.

Ms. Rogers joined the Service in 1955 and went to Montevideo as a clerk-stenographer the following year. After a tour in Asuncion, she left the Service to marry in 1958. She worked as a secretary and yoga instructor in New York until 1973, when she rejoined the Service. She went to Stockholm in 1974. Then she served in Buenos Aires, 1976-80, and Geneva, 1980. After an assignment in the Bureau of International Organization Affairs, she went to Bangkok in 1982. She was assigned to Mexico City in 1984. In 1986 she became senior secretary in Madrid. After a second tour in Mexico City, she began her final assignment in Istanbul last year.

Ms. Rogers was born in Kansas City, Mo., on April 9, 1932. She attended New York University, the University of San Francisco and the College of New Rochelle. She spoke four foreign languages—Spanish, French, Swedish and Thai. Her survivors include her husband, Frank Osegueda, a daughter, a son, her mother and a sister. □

George N. Monsma, 81, a retired international organizations adviser at State,

died at Holy Cross Hospital in Silver Spring, Md., on April 4.

Mr. Monsma began his career at the Department in 1941 as an assistant in the old Division of World Trade Intelligence, which dealt with the control of German and Italian assets in the Western hemisphere during World War II. After becoming assistant division chief there, he joined the Bureau of Inter-American Affairs in 1947. He served as an adviser to the United Nations and the Organization of American States until his retirement in 1976. He holds the Department's Meritorious Honor Award.

Mr. Monsma was born in Grand Rapids, Mich., on December 3, 1909. He received a bachelor's from Calvin College and a law degree from George Washington. In 1943 he helped organize the Washington Christian Reformed Church, where he was an elder for more than 30 years. He later founded Washington Christian School. He leaves his wife of 51 years, Irene Monsma of Silver Spring, two daughters, three sons and six grandchildren. □

Arcaedy Stolypine, 97, a retired Foreign Service national, has died in Montreux, Switzerland.

Mr. Stolypine became a translator for the U.S. delegation in Belgrade in the 1920s. He was jailed by the Gestapo during World War II. After the war he joined the staff of the U.S. mission in Bern, where he was responsible for reporting on Swiss agricultural affairs. He served there until he retired in 1956.

Mr. Stolypine was born in the Kremlin on October 12, 1894, where his grandfather was the general in charge of the guards. He fought in Persia, Galicia and Poland during World War I and later against the Communists in the Russian revolution. Wounded six times, he recovered in Switzerland and then moved to Belgrade, where he began his career assisting U.S. diplomats. In recent years, he was invited officially by the Soviets to return to his homeland, but he remained a staunch anticommunist and declined the offer. He leaves no known survivors. □

George K. Skora, 76, a retired Foreign Service officer, died of complications from pneumonia and heart disease in Wash-

ington on January 21.

Mr. Skora joined the Service in 1944 and became principal officer in Medellin later that year. Then he was principal officer in Georgetown, 1947-49, and Cork, 1949-51. He became chief of the consular section in Brussels in 1951. He went to Mexico City as consul in 1954. Next, he was principal officer in Salvador, 1956-58. He was assigned to Washington as an intelligence research specialist and supervisory exchange programs officer, 1958-62. He became consul general in Caracas in 1962. After a final assignment in the Department, he retired in 1970.

Mr. Skora was born in Weimar, Tex., on August 23, 1914. He received a bachelor's and master's from the University of Arizona. Before coming to State, he worked for the Soil Conservation Service and Civil Service Commission. He leaves his wife, Marie Skora of Gaithersburg, Md., a daughter and two sisters. □

Robert W. B. Wilson, 54, husband of Foreign Service secretary Nancy J. Wilson, has died of coronary arrest at Queen of the Valley Hospital in Napa, Calif., where he was being treated for cancer.

Mr. Wilson had accompanied his wife on overseas postings to Dar es Salaam, Lilongwe and Lusaka. He was the residential security project coordinator and assistant general services officer in Lusaka.

Mr. Wilson was born in London on June 3, 1936. He served in the British Royal Air Force in the 1950s, where he was assigned to Kenya. He returned to Kenya after his military service, where he worked in the telecommunications field before accompanying Mrs. Wilson on her assignments. Besides his wife, he leaves his mother and two sons. ■

Security panel schedules meeting in Dallas

The Overseas Security Advisory Council was to meet on May 1 at 8:30 a.m. at the Hyatt Regency Dallas in Dallas, Tex. The agenda called for discussion of private-sector physical security policies, bomb threat statistics and security programs at sensitive U.S. Government and private sector locations overseas. For information, contact Marsha Thurman, Department of State, (703) 204-6185. □



Ms. Rogers



Mr. Stolypine



Mr. Wilson

Library Booklist

Yugoslavia

Nationalism: history and politics

General

- BAILEY, RONALD H., ED. *Partisans and Guerrillas*. Alexandria, VA, Time-Life Books, 1978. 208 p. D802.B29B34.
- BANAC, IVO. *The National Question in Yugoslavia: Origins, History, Politics*. Ithaca, NY, Cornell University Press, 1984. 452 p. DR370.B36.
- BANAC, IVO. *With Stalin Against Tito: Communist Splits in Yugoslav Communism*. Ithaca, NY, Cornell University Press, 1988. 294 p. .HX365.5A6B36.
- BURGER, WILLEM. *Yugoslavia's Economic Crisis: the Price of Overexpansion*. The Hague, Institute of Social Studies, 1984. 25 p. HC407.Y8B84.
- COHEN, LEONARD. *Political Cohesion in a Fragile Mosaic: the Yugoslav Experience*. Boulder, CO, Westview Press, 1983. 201 p. JN9679.A15C63.
- DEROC, M. *British Special Operations Explored: Yugoslavia in Turmoil, 1941-1943, and the British Response*. Boulder, CO, East European Monographs, 1988. 349 p. .D802.Y8D47.
- DJILAS, MILOVAN. *Rise and Fall*. San Diego, Harcourt, Brace, Jovanovich, 1985. 424 p. DR359.D5A3815.
- DRAGNICH, ALEX N. *The First Yugoslavia: Search for a Viable Political System*. Stanford, CA, Hoover Institution Press, 1983. 182 p. DR366.D73.
- DUKER, DAVID A. *Yugoslavia: Socialism, Development, and Debt*. London, Routledge, 1990. 201 p. HC407.D94.
- HAYDEN, ROBERT M. *Constitutional Events in Yugoslavia, 1988-90: From Federation to Confederation and Paralysis?: Final Report to National Council for Soviet and East European Research*. Washington, The Council, 1990. 66 p. JN9662.H38.
- KARAPANDZICH, BORIVOJE M. *The Bloodiest Yugoslav Spring, 1945—Tito's Katyns and Gulags*. New York, Carlton Press, 1980. 176 p. DR370.K34513.
- LUDALL, HAROLD. *Yugoslavia in Crisis*. Oxford, Clarendon Press, 1989. 255 p. HC407.L95.
- MCFARLANE, BRUCE. *Yugoslavia: Politics, Economics, and Society*. London, Pinter, 1988. 240 p. DS470.M4.
- MACKENZIE, DAVID. *Ilija Garasanin, Balkan Bismarck*. Boulder, CO, East European Monographs, 1985. 453 p. DR2012.5.G37M33 1985.
- MACESICH, GEORGE, ED. *Essays on the Yugoslav Economic Model*. New York, Praeger, 1989. 246 p. HC407.E88.
- OMARCANIN, IVO. *Enigma Tito*. Washington, Samizdat, 1984. 465 p. DR369.047.
- OMARCANIN, IVO. *Tito*. Washington, Samizdat, 1986. 133 p. DR359.T5047.
- PAVLOWITCH, STEVAN K. *The Improbable Survivor: Yugoslavia and Its Problems*. Columbus, OH, Ohio State University Press, 1988. 167 p. DR357.P32.
- PAVLOWITCH, STEVAN K. *Unconventional Perceptions of Yugoslavia, 1940-1945*. New York, East European Monographs, 1985. 166 p. DR369.P38.
- Tito's Flawed Legacy: Yugoslavia and the West, 1939-84*. London, Gollancz, 1985. 287 p. DR370.B453.
- SVEJNAR, JAN. *Enterprise Performance in Yugoslavia: Final Report to National Council for Soviet and East European Research*. Washington, The Council, 1985. 20 p. HD5660.Y8E57.
- WHEELER, MARK C. *Britain and the War for Yugoslavia, 1940-1943*. Boulder, CO, East European Monographs, 1980. 351 p. D766.6W4.
- ZIMMERMAN, WILLIAM. *Politics and Culture in Yugoslavia*. Ann Arbor, MI, Center for Political Studies, Institute for Social Research, University of Michigan, 1987. 37 p. DR367.A1Z9.
- Groups within Yugoslavia**
- BIBERAJ, ELEZ. *Yugoslavia: a Continuing Crisis*. London, Research Institute for the Study of Conflict and Terrorism, 1989. 22 p. D839.3.C6 no. 225.
- BELJAKOVIC, MIODRAG. *Yugoslavia at the Crossroads*. Chicago, Serbian National Defense Council of America, 1983. 246 p. DR370.B45.
- BOEHM, CHRISTOPHER. *Blood Revenge: the Anthropology of Feuding in Montenegro and Other Tribal Societies*. Lawrence, KS, University of Kansas Press, 1984. 263 p. DR112.B64.
- BURG, STEVEN L. *The Political Integration of Yugoslavia's Muslims: Determinants of Success and Failure*. Pittsburgh, Russian and East European Studies Program, University of Pittsburgh, 1983. 67 p. DR314.M87B87.
- CUVALO, ANTE. *The Croation National Movement, 1966-1972*. New York, East European Monographs, 1990. 275 p. DB375.C98.
- DONIA, ROBERT J. *Islam Under the Double Eagle: the Muslims of Bosnia and Herzegovina, 1878-1914*. Boulder, CO, East European Quarterly, 1981. 237 p. DR1674.M87D66.
- MARKOVSKI, VENKO. *Goli Otok: the Island of Death: a Diary in Letters*. Boulder, CO, Social Science Monographs, 1984. 229 p. HV9765.5.M37.
- MILOVOJEVIC, MARKO. *Descent into Chaos: Yugoslavia's Worsening Crisis*. London, Alliance Publishers Ltd., 1989. 41 p. DR370.M54.
- OMARCANIN, IVO. *Anglo-American Croatian Reapprochement*. Washington, Samizdat, 1989. 655 p. DB379.0465.
- OMARCANIN, IVO. *Holocaust of Croats*. Washington, Samizdat, 1986. 159 p. DB379.0475.
- PAVLOWITCH, STEVAN K. *The Albanian Problem in Yugoslavia: Two Views*. London, Institute for the Study of Conflict, 1982. 43 p. D839.3.C6 no. 137/138.
- POULTON, HUGH. *Minorities in the Balkans*. London, Minority Rights Group, 1989. 42 p. DR24.P68.
- SEROKA, JIM. *Political Organizations in Socialist Yugoslavia*. Durham, NC, Duke University Press, 1986. 321 p. GS2421.6.A4S47.
- SKORIC, SOFIJA, ED. *The Serbian Academy After a Century: an Institution at Risk?* Toronto, Serbian Heritage Academy, 1987. 77 p. AS346.S75.
- STANKOVIC, SLOBODAN. *The End of the Tito Era: Yugoslavia's Dilemmas*. Stanford, CA, Hoover Institution Press, 1981. 154 p. DR370.S77.
- TREADWAY, JOHN. *The Falcon & the Eagle: Montenegro and Austria-Hungary*. West Lafayette, IN, Purdue University Press, 1983. 349 p. DR1846.A9.T73.
- Regional concerns**
- BRAUN, AUREL. *Small-state Security in the Balkans*. Totowa, NJ, Barnes and Noble Books, 1983. 334 p. DR48.5.B69.
- DJORDJEVIC, DIMITRIJE. *The Balkan Revolutionary Tradition*. New York, Columbia University Press, 1981. 271 p. DR37.D67.
- JANKOVIC, BRANIMIR. *The Balkans in International Relations*. Basingstoke, Macmillan, 1988. 233 p. DR38.2.J3513.
- JELAVICH, BARBARA. *History of the Balkans*. New York, Cambridge University Press, 1983. 2v. DR36.J37.
- LAMPE, JOHN R. *Balkan Economic History, 1550-1950: From Borderlands to Developing Nations*. Bloomington, Indiana University Press, 1982. 728 p. HC401.L36.
- PAMIR, PERI. *The Balkans: Nationalism, NATO and the Warsaw Pact*. London, Institute for the Study of Conflict, 1985. 31 p. D839.3.C6 no. 182.
- ROSSOS, ANDREW. *Russia and the Balkans: Inter-Balkan Rivalries and Russian Foreign Policy, 1908-1914*. Toronto, University of Toronto Press, 1981. 313 p. DR38.3.R9R68.
- WALICKI, ANDRZEJ. *The Slavophile Controversy: History of a Conservative Utopia in Nineteenth-Century Russian Thought*. Oxford, Clarendon Press, 1975. 609 p. DK38.W313. ■

Q—How can I find out the latest interest rate on U.S. saving bonds?

A—Just call toll-free 1-800-US BONDS (in metropolitan Washington, USA-8888).

Q—How long do U.S. savings bonds earn interest?

A—To the maturity date fixed at the time of purchase, currently 12 years. Bonds may be worth more than their face value at maturity, but never less. □

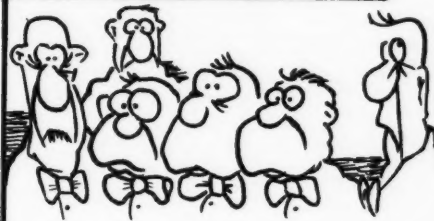
The Super Bureaucrat
SUPERC RAT

BY
**CHIP
BECK**



"OPERATION DESERT
STAPLER" (PART II)

**SLAMBAM INSANE, THE
BUREAUCRATIC WORLD'S
EQUIVALENT OF THE EVIL
UMPIRE, HAS INVADED
TINY RATAN.....**



...THOUSANDS OF AMERICAN AND
FOREIGN BUREAUCRATS WORKING
IN RATAN HAVE BEEN ROUNDED UP
BY ARACHNID MANAGERS, ON A
SATURDAY MORNING, NO LESS....

...PROMPTING AN IMMEDIATE
REACTION FROM SUPERC RAT...



NOW THAT'S COOLNESS
UNDER PRESSURE!

...BUT THINGS TURN
NASTY WHEN SLAMBAM
TAKES THE BUREAUCRATS
HOSTAGE AND DISPERSES THEM
IN STRATEGIC OFFICES IN
ARACH...



THEY'RE NOT
HOSTAGES...
THEY'RE
"TEMPORARY-
HIRE
EMPLOYEES"

... SUPERC RAT
GETS LIVID...

NO ONE CAN
TAKE INNOCENT
BUREAUCRATS AND
MAKE THEM INTO
FORCED LABOR,
WORKING OVERTIME
UNDER DEPLORABLE
CONDITIONS!



EXCEPT
ME,
OF COURSE!



CHIP
BECK
© 1991

(TO BE CONTINUED....)

**Department of State, U.S.A.
Bureau of Personnel
Washington, D.C. 20520**

OFFICIAL BUSINESS

Penalty for private use, \$300

**Second Class Mail
Postage and Fees Paid
Department of State**

USPS 0278-1859

**If address is incorrect
please indicate change.
Do not cover or destroy
this address label.
Mail change of address to:
PA/PC
Room 6805**

